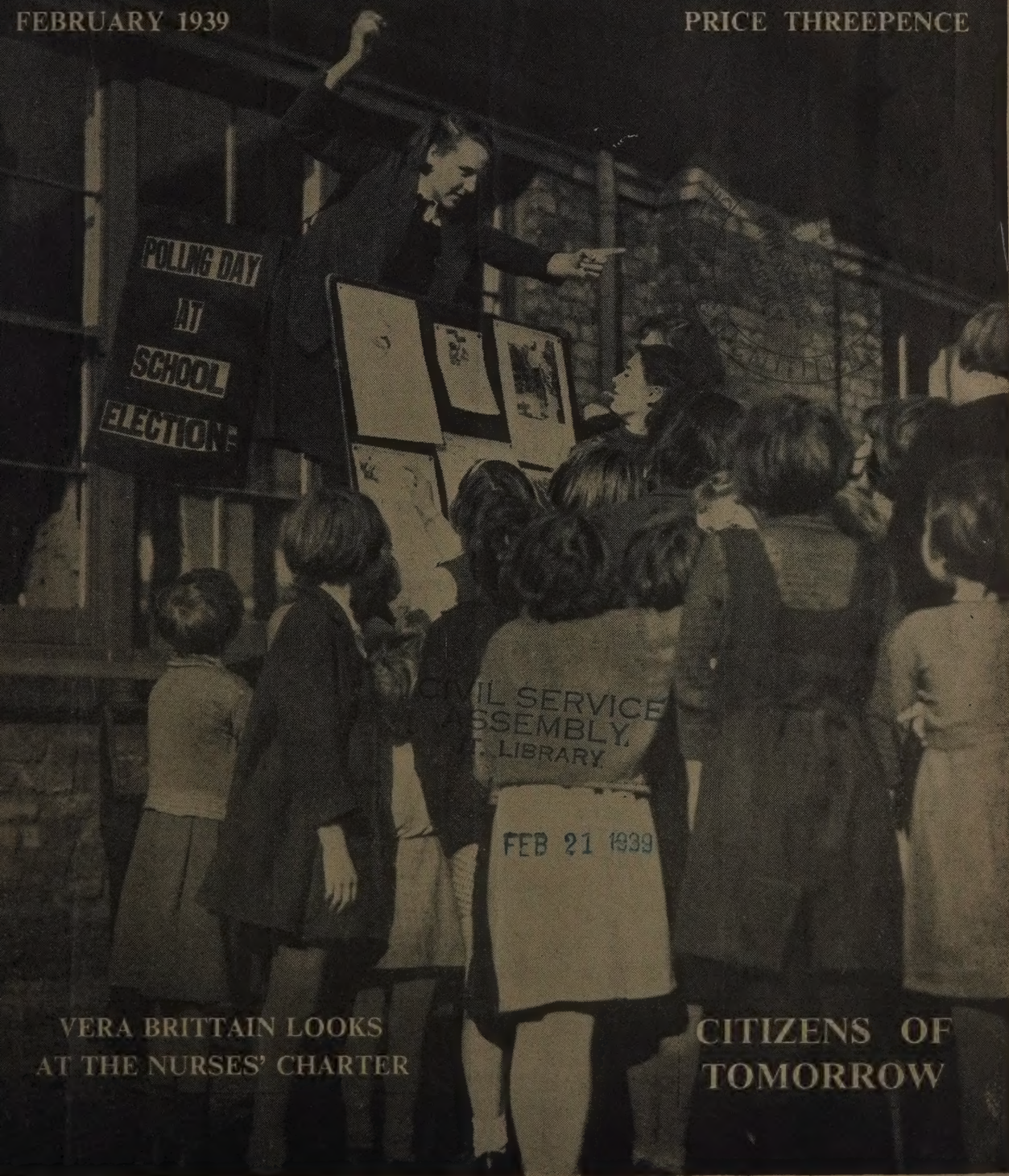


# Local Government SERVICE



FEBRUARY 1939

PRICE THREEPENCE



VERA BRITTAİN LOOKS  
AT THE NURSES' CHARTER

CITIZENS OF  
TOMORROW



PROTECTIVE  
MONTHLY  
PAYMENT  
TERMS.



## FINE FURS

that look well,  
will keep you warm,  
are of fine quality  
and good value.

**20% DISCOUNT** to  
MEMBERS  
of the  
N.A.L.G.O.

VISIT OUR  
SHOWROOMS  
OR SELECTIONS  
SENT ON  
APPROVAL.

### DEPARTMENTS:

Jewellery, Watches and  
Clocks, Plate, Cutlery,  
Ladies' Clothing, Furs,  
Fur Coats, Lingerie, Foot-  
wear, Sports and Travel Out-  
fits, Furniture, Furnishings.

No. 103.

Stylish Swagger Coat of  
Superior Rich Mink and  
Marmot Skins. **21 Gns.**

Cheaper quality 14 Gns.  
Monthly 21/- & 15/-

Phone:  
CEN.  
2188

THE PIONEER HOUSE OF  
**E.J. FRANKLAND**  
& CO. LTD.  
ESTABLISHED 1885

(Note Only Address)  
(Desk L), 42-57, Imperial Buildings, Ludgate Circus, E.C.4.

## Modern Decorative Furniture. . .



An interesting Catalogue will be forwarded upon application.

One of the finest stocks in the trade.

Deferred payments can be arranged if desired.

**SADGROVE & CO. LTD.,**

ESTABLISHED 1870

WHOLESALE CABINET MAKERS AND UPHOLSTERERS,  
TUDOR HOUSE, 194-196 Old Street, City Road,  
LONDON, E.C.1.

(One minute Old St. Tube Station) Telephone: Clerkenwell 3938, 3939, and 3930.

## F. HINDS LTD CASH JEWELLER

Established 1856



Modern Jewellery at Keen Cash Prices  
from which we allow **10% DISCOUNT**  
to Local Government Officials upon the  
production of this advertisement. (Our  
prices will not allow a higher discount.)

HAMMERSMITH	55 & 57 King Street
CLAPHAM JUNCTION	33-35 St. John's Road
Carefully note the number and the initial (F) at the above two branches	
WALTHAMSTOW	171-173 Hoe Street
LEWISHAM	54 High Street
CAMBERWELL	62 Denmark Hill
MARYLEBONE	290 Edgware Road
UXBRIDGE	182 High Street
LUTON	5 Park Square
SOUTHAMPTON	46 East Street
BRISTOL	53a Castle Street

## OUTLINES OF CENTRAL GOVERNMENT

including the judicial system of England

By J. J. CLARKE, M.A., F.S.S.

A valuable guide to the constitutional and judicial  
structure on which the administration of the coun-  
try is based. Now in its Ninth Edition, thoroughly  
revised and brought up to date. 378 pages, 6s. net.

PITMAN, Parker St., Kingsway, London, W.C.2



ESTD. 100 YEARS

taking  
it easy !

What man doesn't like to  
relax . . . to take it easy at  
times? You can do just that  
in clothes made by Pooles of Regent  
Street. By adopting our deferred  
payment scheme you can avoid any  
inconvenience in obtaining that suit  
or overcoat just when you want it.  
Try our Personal Service. Full  
particulars and patterns on appli-  
cation. Self measurement form  
supplied where necessary.

LOUNGE SUITS 6 to 10 Gns.  
OVERCOATS 5 to 10 Gns.

to order

**Frederick Poole & Co.**  
TAILORS

245, REGENT STREET . LONDON . W.1  
near Oxford Circus  
Phone: REGent 6130



# Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

FEBRUARY 1939

No. 2 Vol. XIX

## CONTENTS

	PAGE
HOW TO MAKE CITIZENSHIP INTERESTING—by J. B. Dempster	42
A MANCHESTER EXPERIMENT IN ACTUALITY—by W. Barker	43
EDUCATION THROUGH LIVING EXPERIENCE—by G. J. Cons	44
HOW OFFICERS CAN HELP IN A CIVICS COURSE—by S. C. Nunn	46
CHILDREN ENJOY OUT-OF-SCHOOL CONFERENCES—by D. R. O. Thomas	48
PRACTICAL CITIZENSHIP IN A SENIOR SCHOOL—by a London Headmaster	49

	PAGE
START A CIVIC CLUB IN YOUR LIBRARY—by N. H. Rogers	50
AN OPEN LETTER TO SIR ERNEST BENN	51
VERA BRITTAIN LOOKS AT THE NURSES' CHARTER	52
BRANCH MAGAZINE PAGE—EDITOR OR HACK?	54
READERS' FORUM	55
AT RANDOM	60
BOOKS AND FILMS	62 and 68
OFFICERS IN THE HONOURS LIST	64
HEADQUARTERS ANNOUNCEMENTS	66
N.A.L.G.O. IS GETTING BETTER CONDITIONS	67
GOSSIP FROM THE BRANCHES	70

## NOTES AND COMMENTS

### The Spens Report

BY its report on the Education of the Adolescent (the Hadow Report of 1926), the Board of Education's Consultative Committee inaugurated a new policy in education, founded on a division (at 11+) between primary and secondary education, and on the principle that secondary education should be differentiated. The committee has now published a Report on Secondary Education which can be regarded as supplementary to the Hadow Report only in a logical sense, since it calls for a reorientation of policy, and a consequent reorganisation hardly less extensive than that which has proceeded since the Hadow Report.

Just as the Hadow Report introduced the Modern School, so the Spens Report (as it will be called) would introduce a new medium of secondary education in the shape of the Technical High School, developed out of the Junior Technical School. Many who know the excellent work of the Junior Technical Schools and the new atmosphere many of them have lately developed, will agree with the committee that the curriculum of vocational, if not trade, schools can be so treated as to provide a liberal education. Whatever the reactions to the Report, it is unquestionably a social document of the first order.

### Education Areas

IF the Spens Report is adopted, it may lead to reorganisation in the administrative sphere, in addition to the inevitable reorganisation of schools and curricula. In the Hadow Report, the committee had already indicated the administrative difficulties arising from the distribution of education powers effected by the Act of 1902—particularly from the position, in the framework of authorities, of the "Part III Authorities," i.e., boroughs or urban districts autonomous for elementary education alone. These difficulties must have

increased, in the Hadow reorganisation. With further changes in prospect the committee reverts to the topic, pronouncing it "no less urgent than it was 12 years ago."

The position to-day certainly makes uniformity of standards and administrative co-ordination most difficult to achieve. The Act of 1902 made the county borough an autonomous authority for both elementary and secondary education. It made the county council the authority for secondary education everywhere in the administrative county; i.e., the non-county boroughs, and the urban and rural districts. In Part III, however, by way of derogation from its grant of elementary education powers to the county council, it allowed boroughs with over 10,000 population and urban districts with over 20,000, on the census of 1901, to become autonomous authorities in this sphere, and most of them did.

### Regionalism not Advocated

THE Part III Authorities are relatively small ones. Unlike the McGowan Committee and the Tyneside Commission, the Spens Committee does not, therefore, conclude them to be inefficient. On the contrary it finds that they have "accomplished a great pioneer work in school reorganisation," and frequently made more generous provision of Modern Schools than did the county councils.

The major administrative difficulty is separation of functions, not size. The County Councils Association and the Association of Education Committees have indeed suggested that, with secondary education in the administrative county (a large area) there might profitably be devolution to local councils as agents. The Report acknowledges the objections of practical administrators to new provincial authorities, and notes growing favour for a solution along the alternative lines of the Hadow Report; i.e., grant of functions in both spheres to



authorities with a certain standard of population and transfer of elementary education to the county council only where that standard cannot be attained. The principle can find wide application; it can secure co-operation over wide areas, but preserve, and, where necessary, build up, the complex of associated services characteristic of the large borough or urban district. As Hegel would have noted with pleasure, the reaction to the idea of regionalism sets in as it attains the zenith of its popularity.

### Officers' Duty in War

THE issue of the National Service Guide and the Schedule of Reserved Occupations has clarified the position of the local government officer in time of war. Most officers over the age of 25, and some under that age, will be required to continue in their present tasks. It is already clear that local government staffs, both in the big towns which may be the targets of enemy bombers, and in the less vulnerable areas which will be the refuge of evacuated millions, will have much heavy and unaccustomed work thrown on their shoulders, and it would be well for N.A.L.G.O. branches to begin considering their attitude. The Devon County Council has asked its staff association to prepare a draft scheme for service, and we suggest that where authorities have not done this, branches would be well advised to take the initiative into their own hands. They have already been advised, in a circular from headquarters, to secure representation on their local National Service Committees.

### Preserving Local History

ALL interested—and who is not?—in the history of the towns or villages in which they live will commend the enterprise of Gloucestershire County Council in obtaining and preserving documents of all kinds which throw light on the county's past. In its first report, just issued, the council's records committee, formed in 1936, gives ample evidence of the value of its work. It has secured, from many sources, private and public, a vast quantity of material ranging over the past seven centuries and covering all aspects of family and county life—charitable and educational foundations, the descent of lands, manors and their courts, water transport, militia, poor relief, assessments for rates and taxes, and so on. A similar committee, formed in Essex, has collected 30,000 documents since 1935, including a charter from King Stephen, and now has one of the finest collections in the country. When all county authorities have followed these examples the task of the local historian will be simplified and made more fascinating.

### Manchester's Films Plan

MANCHESTER city council, whose enterprise in public relations we recorded last month, is now examining the possibility of sponsoring films of its civic services "with the object of giving the inhabitants of Manchester an opportunity of learning what has been and is being done under a democratic system of local government." At its January meeting the council instructed the education and finance committees to report on the cost of a civic film for use in secondary and senior schools, and the town hall and finance committees

to consider the cost of a film suitable for public exhibition in the commercial cinemas.

The film in view would attempt to give a comprehensive idea of the whole range of Manchester's services, compressed into three-quarters of an hour's run, and is at present estimated to cost about £5,000. Some eighteen months ago the same proposal was discussed in Manchester, but on that occasion nothing was done. If, on this afterthought, Manchester decides to sponsor a film produced, as is intended, by one of the leading professional makers of documentary films, it will establish itself firmly in the lead among local authorities gained especially during its centenary celebrations last year, and in its recent creation, on the recommendation of the officers, of a civic information bureau.

### Popular Menu Cards

THE delightful menu card designed by Mr. J. Carver, of Walsall branch, and sold by headquarters on behalf of the Benevolent and Orphan Fund, is having a great success. Close on 10,000 have been sold to 78 branches in eleven weeks, and the cost of production has been covered. Every card sold now represents a clear profit to the Fund, and a further 10,000 will bring in £80.

In addition to adding to the gaiety of the dinner table, helping to break the ice between guests, and providing endless material for post-prandial oratory, the cards are obtaining a remarkable Press. The "Kettering Leader" reproduced some of the pictures; the "Ashton-under-Lyne Reporter" began a column report of the branch dinner with praise of them; the Stoke-on-Trent "Evening Sentinel" drew attention to the "enormous variety" of N.A.L.G.O.'s activities they displayed; the "Bournemouth Echo" devoted a special leader paragraph to them; and many more papers have referred to them. We trust that all other branches with dinners yet to come will take advantage of this opportunity of combining a touch of originality on their tables with real help for the Benevolent Fund.

### More for the Listener

THE broadcast discussions in the series "Children at School," to which we referred last month, are providing excellent material for N.A.L.G.O. listening groups, and this month's seem likely fully to maintain the interest aroused. Here they are:

February 13—HOMEWORK: Is this the bugbear of parent and child alike? What is its purpose supposed to be? Could children get on without it?

February 20—BOYS AND GIRLS TOGETHER: A father who disapproves of co-education will put his objections to the interlocutor.

February 27—THE SCHOOL LEAVING AGE: A "Midland Parliament" discussion on this controversial topic.

March 6—WHAT IS THE HADOW SCHEME?: An explanation and review of the reforms which have been described as one of the most striking educational advances of the century.

We omitted to mention last month the interesting series of local government discussions from the Welsh regional transmitter which began on January 10. Listeners have already heard debates on town and country housing, electricity supply, and the finances of local government. Talks to come include "Making Welsh Education really Welsh" and "Are we satisfied with our local Government in Wales?"



## TRAINING THE CITIZEN OF TOMORROW

**I**N the widening call for education in citizenship, to which we devote the bulk of our space this month, the local government officer will join most heartily. No one is in a better position than he to appreciate the need for it. Not only does he frequently see his own proper interests as an officer slighted by ignorance, prejudice, or misconception; he sees, to his regret as a citizen, how frequently these maladies of the electorate impair its well-being and impede its progress; and how frequently, especially when exploited as they so often are, they stultify his own best efforts and those of some devoted public representative with whom he labours.

Indeed, the local government officer has been quicker than most to realise, as is now generally acknowledged, that without an electorate much more intelligent, instructed, and socially conscious than it is, we are in peril of losing our ancient liberties—the good citizens along with the bad—and it is because of that realisation that this Association has for a long time past lent its active support to all agencies working for a betterment, and must continue to do so to an increasing extent.

It is not surprising to find that, in the consideration of the appropriate media for such education, increasing importance is being attached to the schools, as dealing with the citizens-to-be. It is a truism—imparted to youth by parents and prize-distributors alike—that youth “will find the world outside a very different place from school.” This was never more true than to-day; for never, in certain respects, were the differences greater. Never, for example, was there a greater disparity in environment. Some kinds of criticism apart, we may still broadly say that, in school, youth is given recognised knowledge and given it with impartiality by people with every good motive in giving it. But, when youth leaves school, it enters a world ridden with propaganda—a world where real knowledge is either inaccessible, or, at best, obscured, filtered, or perverted by the propaganda of warring interests, classes, or nations. At best, youth must be confused by the multitude of voices; at worst, it may become the prey of whatever interest gains the ascendancy.

In such circumstances we do well to remember that the task of education for citizenship is twofold. It must, above all, produce youth which is capable of independent thought and judgment, and which is trained in the habit of scientific observation and in sifting facts. Everything in the curriculum which contributes to that is education for citizenship. There is, of course, much debate among educationalists as to which subjects best contribute. It is not for us to join in that debate; except perhaps to say that there is no need to believe long generations of educationalists to have been entirely wrong when they have seen efficacy, for this purpose, in many of the “useless” school subjects. What matters very much in such subjects is the approach and treatment; and there is evidence in much upper form work that to-day these are more what they ought to be.

On the other hand, the potential citizen cannot be

equipped unless he is armed, or, shall we say, proofed, against the worst effects of propaganda, with some essential knowledge of subjects in the citizenship field; and we think the Association for Education in Citizenship and other agencies are right in their demands that more instruction of this kind should be given in our schools. It is pleasing to note that in the Spens Report the importance of education for citizenship is strongly emphasised by the Consultative Committee of the Board of Education. “All education should contribute to this end,” it says. “On the extent to which the youth of this country can be fitted to fulfil later their duties and take advantage of their opportunities as citizens of a democratic State, may well turn the future of democracy, and that not only in these islands.” Moreover, the committee supports the view that specific information should be imparted “about national and international affairs, and not least, about local government” (Preface, page xxxvii).

Without depreciating the valuable results often achieved from specific courses of “civics” the committee believes, however, that the necessary information can “best be imparted in the course of the teaching of recent history.” There may, indeed, be good reasons to prefer alternative means to a set course in civics; particularly when “the necessary information” can, in the case of local government, be given in the course of teaching many other subjects than recent history, as the impressive account of the courses at the Godalming County School and the Stationers’ Company’s School (given elsewhere in this issue) quite clearly show. We think that few officers or teachers could, until they read this account, have realised how extensively and naturally local government can fit into the “ordinary” curriculum. Local government has, no doubt, the advantage over central in this respect, as being a field more easily and fully observable by school children.

Much as there is that can be done in school we should do disservice to the cause of education in citizenship if we failed to recognise the limits, even when these, by a lifting of the oppression of the examination system and the raising of the school leaving age, are expanded. Some elements in civics involve abstract thought of which pupils of 15 or 16 are hardly capable. The Spens Committee, for example, records a definite view that economics is unsuited to pupils of school age; a view with which few will quarrel.

It may well be that for the purpose of education in citizenship, as for many others, we cannot regard our educational system as adequate until we go “back to Fisher” and establish continuation schools; for although no body has done more work for education in citizenship than the W. E. A. through the medium of its adult classes, it would, we think, be the first to say that its work could be more valuable and more extensive if every boy and girl had had some prior introduction to citizenship subjects, where necessary after school leaving age.



# HOW TO MAKE CITIZENSHIP INTERESTING

by J. B. DEMPSTER, B.A., F.R.G.S., Geography Master, Dulwich Central School

**E**DUCATION aims not only at giving the child a basic knowledge of facts and skills and the opportunity of developing his powers of self-expression, but also at preparing him for his future position as a citizen of a democratic State. In the totalitarian States the need for a citizen with the ideological outlook of "the Party" and a habit of blind obedience to Party instructions is well recognised and catered for throughout the educational system, but among the democracies, largely because the problem is one which must be solved by education and not by mere instruction, the need for keeping the citizenship aim of education to the front has been neglected.

The dangers of party propaganda in schools frighten many educationalists, yet, unless some attempt is made, along democratic but strictly non-party lines, to make children aware of their responsibilities as citizens, a generation will develop which accepts all that the State has to give without being conscious of the foundations upon which the State rests and of their own responsibilities towards it. Local government is an essential part of our democratic system and, as such, must receive close attention when the citizenship aim of education is considered.

Teaching consists of instruction but also of the development in the child of a sense of values and of attitudes of mind consistent with the attainment of his fullest individual and communal character. The facts of local government can be taught to the child, but facts alone are useless. The attitude of mind developed through them and while they are being taught is of far greater importance. It follows that mere instruction cannot solve this problem, but that the approach must be one which stresses atmosphere and brings the child into contact with the life and reality of the community of which he forms a part, making him realise the benefits he derives from it and the duties he owes to it. There are many ways of achieving this, and four of them have been selected for more detailed consideration. Each is appropriate at different ages and under different conditions, and all depend for their success upon the attitude which the teacher adopts to them.

Young children look at their world from a very personal point of view, thus their contacts must be with persons rather than things. They are more interested in the man who cleans the roads, the dustman, the fireman and the park-keeper. Mr. G. J. Cons has shown how successful work of this sort can be done, both by bringing the man into the classroom and by taking the children out to visit him at his place of work.

Children of 11 and 12 can be introduced to the subject from another angle. A fundamental part of all modern geography courses is a study of the school district. To form a complete picture the survey must include, in addition to purely geographical studies, historical and civic topics. Thus the local government organisation takes its place alongside the railway system or the water supply, and its essential nature is shown in relation to other aspects of the life of the

child's home district. The amount of detail attempted at this age depends very largely upon the type of child forming the class and the complexity of the local government activities. As a simple introduction the children can be told to collect the names of all the things which they see bearing the name of the local council. From this a study of the council activities can be developed by discussion and some of these can be studied more fully. The actual contact which the children can make with the people engaged on council work is important here also, but to this can now be added studies of such things as the distribution of methods of street lighting and of schools, the organisation of refuse disposal, and changes in the map which are resulting from slum clearance and rebuilding. As much of this work as possible should be carried out in the field.

So far the actual work of council's employees and the results of their activities have been studied but, as the children become older, it is possible to deal more directly with the function and organisation of the local government authorities. If the children have already been introduced to their work by some such method as those suggested above, they will be more ready to deal with this, for they will have a foundation of fact and experience upon which to build. The subject must again be approached from a real standpoint and studied in a practical manner. Also it must be remembered that children are not interested in a mass of detail, that they will not remember innumerable facts, and that the aim is to give the atmosphere of the work and to develop in the child an attitude of mind towards it which will make him appreciate the essential work which the local authority does and his own responsibilities towards it. Children must be given the opportunity of visiting the town hall or council offices, of attending council meetings, of following elections, and of seeing the work carried out at first hand. They can then dramatise what they have seen, holding their own elections, meeting to discuss current council problems, and planning improvements in their own districts. In this way they "live" the subject and thus develop that feeling for citizenship at which we aim.

Yet another approach is through history. Here again the object of the study must be kept constantly in view and use must be made of whatever contacts with the past are available. Charters, plate, records of all kinds, buildings, customs, and pictorial records can all be used as pegs upon which studies can be hung. The danger of losing interest in a maze of detail is very real here, but can be avoided if care is taken, and the value which the conceptions of growth and of struggle for liberties brings to the subject is very great.

The approaches suggested here are only some of the many possible, but they do show that children can be interested in the study of local government if the need is recognised. It is to be hoped that it will be fully recognised before civic consciousness and civic pride have been lost among the many conflicting interests and demands of modern life.





THE MODERN PIED PIPER

## A MANCHESTER EXPERIMENT IN ACTUALITY

by W. BARKER, Editor, the Guild Journal

**A**N interesting experiment in one form of actuality education in civics was made some time ago in Manchester. The lecturers were, in most cases, chief officials, and the audiences post-matriculation boys from the Manchester grammar school and from Macclesfield, Oldham, and neighbouring areas—about 250 at each lecture, held in the theatre of the Manchester Central Library. The lectures were given weekly over a period of two months towards the end of term, and the boys were encouraged to ask as many questions as possible. It was refreshing to note the precocity of their questions and the novel angle from which local authority problems were viewed by the lay mind. The speakers were faced with great difficulty in making technical subjects clear to the boys, but were helped by the fact that some of the ground had previously been covered in the classroom.

After some of the lectures the boys were taken round a number of the establishments of the Corporation, including the town hall, the Wythenshawe estate, the Davyhulme sewage works, a municipal hospital, special schools, and a children's institution. These tours were highly successful in their practical illustration of the points mentioned in the lecture theatre.

The opening lecture on "Outlines of local government" was given by the town clerk of Manchester; then followed "Housing" (housing director); "Town planning" (city surveyor); "Public health" (assistant medical officer of health for hospitals); "Education" (school medical officer and chief inspector of schools); "English poor law" (a senior relieving officer); "Municipal finance" (city treasurer); and "Modern sewage disposal" (secretary of that department). Two of the lectures were illustrated by lantern slides and that

of the city treasurer by a number of pictorial charts and diagrams which were afterwards given, at the request of the high master, to the Manchester grammar school for future lessons in civics. The field was wide and the subjects had necessarily to be treated broadly.

In the lecture on the poor law the question of settlement and the liability of a poor law authority to maintain its poor people in other areas gave rise to many questions, and one boy asked why citizens of suburban, dormitory, and seaside towns should not be required to assist in the maintenance of the poor of the industrial areas in which the wealth of the country was produced.

The relationship of local authorities and the central Government was touched upon by several speakers, and frequently arose in the subsequent questions, including those upon the poor law, but more particularly after the lecture on municipal finance. The city treasurer was asked whether it would not be preferable for all public funds to be provided nationally, instead of there being a dual system of rates and taxes. He replied that, as a local government officer, he would prefer all the funds to be raised by the State, but when another questioner followed up the reply by asking if that would not lead to greater efficiency in local government said "Not necessarily," and explained that a Government which provided all the money would be likely to thrust too big a finger in the local pie, which might lead to the reverse of efficiency. In other lectures slum clearance, sewerage, and the sludge steamer were dealt with.

All the lecturers were gratified by the attention they were given and the obviously keen interest aroused, indicated by the questions with which they were assailed. In the opinion of the educational authorities concerned valuable work had been done in educating the boys in the civic duties for which, in a short time, they would have to share responsibility.



## EDUCATION THROUGH LIVING EXPERIENCE

G. J. CONS, Lecturer in Geography at Goldsmiths' College, describes a new experiment in teaching citizenship.

**D**RESSED in his working clothes, in high-legged boots, in his special coat, and with his safety lamps and other tackle on the table, the sewerman stands in front of a class of children in a junior school in Deptford. I introduce him. "Here is Mr. —; he's a sewerman and he has come to answer any questions you may like to ask about his job!"

The sewerman is a little shy and reserved at first, but the initial awkwardness soon disappears as the children ask their questions. They are alive with eager curiosity and greatly stimulated by the presence of a real worker in their classroom, whom they have seen disappear many a time down one of those manholes in their street. Question after question comes, and the sewerman replies in a pleasant, quiet voice. Here are some of the questions and answers:

What are sewers like?

They are egg-shaped, the largest being four feet high and two feet three inches across. The back is always bent as a man works and sometimes you go two hundred feet before you straighten your back. Sometimes we see rats, but they sit in the side connections where we can't get at them.

Have you had any adventures down the workings?

No, but when it is wet weather, the workings sometimes get dangerous, as gases are formed which the safety lamp detects.

How does the safety lamp work?

(The safety lamp is dissembled in front of the class.)

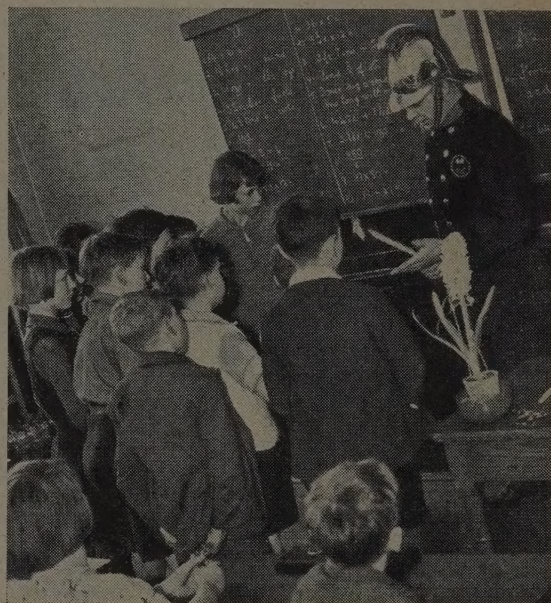
The gases go through into a chamber with a red filament which contracts, causing two platinum points to contact, then a red bulb glows. We call the safety lamp "our pal" or the "little joker."

Did you have them when you began working in the sewers?

No, we've only had them for five years. Before that we took a risk.

Here is something unique in education—a sewerman in a classroom being interviewed by children about his job. What is the significance of the idea?

As soon as the sewerman stepped into classroom the school ceased to be an educational institution, isolated from its neighbourhood, a mere collection of classrooms, desks, blackboards, textbooks, and a playground. It became a real part of the local community and a part of the social texture of its local life. Furthermore, this real contact with a worker of their neighbourhood, gave the children a living social experience. In answer to their questions they gathered some important civic information concerning the shape and size of the sewers, their layout in their neighbourhood, the need for constant vigilance in their maintenance. What is equally important, they realised that there were men working in a dangerous underworld below the pavements and roads of their neighbourhood, with bent backs, in the darkness, lit only by the light of a torch, in foul air, standing in filthy water with hoe in hand keeping the silt on the move. Here was drama and adventure in the every-day life just outside the school. They felt it. The children's imagination was stirred by the actualities of their own local contemporary world. They appreciated that this sewerman was doing an important job for the health of the community and faced danger every day on their behalf.



Fireman in the Classroom.

Surely this was a real social experience that no formal lesson in civics on the importance of sanitation and sewage disposal could have produced. By this human contact between worker and child a social sympathy had been aroused and a social awareness made more objective. The children had entered into the very texture of the social world of their locality.

As I sat in the classroom thrilled by this simple sharing of experience between a worker and a class of children, I saw its possibilities for social education.

To obtain a clear idea of the possibilities it is necessary to make a brief survey of the social world in its local dimensions from *the point of view of the children's experiences*. For this purpose let us visualise for a moment the neighbourhood of a school in a patch of the built-up area of industrial London. It is criss-crossed with small back streets that run into two busy main roads. These back streets are lined with the usual blocks of two-storey houses, all of the same pattern with the same regular succession of doors and windows and the same drab appearance. Rising above this greyish yellow stratum of two-storey brick houses there are the school, the factories, the public-houses—all buildings of three or more stories. It is the usual bare urban landscape of London's back streets without a patch of grass to relieve its barrenness of hard pavements and tar macadam roads.

But the picture is by no means complete; it gives but an urban exterior. It has a human aspect as well. There is a stream of human life that ebbs and flows through its streets. The human scene changes with the



time of day, and, once the vitality, variety, and dramatic quality of it is felt, the district takes on a new aspect ; it becomes a neighbourhood where several thousand people live in a network of human relationships.

However the adults and teachers conceive this human scene that transcends the drab shell of bricks and mortar, it matters very much to the children. As they go backwards and forwards to school, as they play in the streets, they are keenly interested in all the events of this back-street world. It is their public world. For days together they rarely move out of it. Its happenings are the main source of experiences that awaken their minds to activity and interest. These experiences have been neglected by the schools. The springs of real education have been overlooked.

At one time and another many significant workers, who either live in the neighbourhood or come within its confines daily, move across the communal stage of this back-street world. The children meet these workers. They watch them at their tasks. They are deeply interested in the workmen and the jobs they do in the streets, especially when they take on dramatic quality.

There are the workers who are concerned with the sale and distribution of the food supplies of the neighbourhood—the baker's roundsman, the milkman, the fishmonger, the greengrocer, and so forth. There are those who sweep the streets and keep them tidy, and those who repair them ; there are the workers who watch the water supply, the supply of gas and electricity ; and there are other civic workers such as the sewerman, the dustman, the fireman, and the policeman. Then there is the postman, who attends to an important form of intercourse, the tram-men, busmen, and other transport workers who are concerned with the transport of passengers and foods. Finally, there are workers in the factories.

These men at work in their streets provide the real stuff of the direct experiences of these children. And

these experiences have a profound intrinsic value, they are the basic social experiences from which our training in citizenship must begin and grow. By these experiences of the activities of the significant local workers the children become a part of the social world, because it is within the experience of the individual that the social world lives. The social world is within. It is but vaguely realised by these children. They do not fully appreciate the significance of these daily, but rather haphazard, social experiences. These experiences need to be made more objective in the minds of the children, organised, and given their social meaning.

The profound truth is that it is from these living experiences of the actualities of local society that we can shape the development of a greater social awareness and understanding, a sense of responsibility for the community, and a desire for greater knowledge of social, economic, and political affairs, local, national, and international. In other words, from these basic social experiences shall emerge, under appropriate educative direction, a socially minded citizen ready to take an active interest in the democratic institutions of his local, national, and international life.

So, from the point of view of the social experiences of the children the neighbourhood can be visualised in four aspects of its human relationships :

1. Its food supplies ;
2. Its transport and communications ;
3. Its civic services ;
4. Its centres of production or factories.

On this plan Miss Catherine Fletcher and I have been experimenting for two years, first in a junior school with children of nine to eleven years of age (the results of this work were published in a book, "Actuality in Schools" ; Methuen), and later in a more systematic way in a senior school with boys of eleven to fourteen. It is impossible in this article to give details of the progressive organisation of the facts and ideas arising from the studies ; of the group activities of the children ; of the attempt to fit the work into the curriculum ; and of the way in which the related historical and geographical studies, together with written English work and handicraft, were shaped into integrated educational patterns.

My purpose here is to emphasise the distinctive feature of the experiment in its starting point in the interview with the workman in the classroom. Altogether we have brought about a score of workmen into classrooms for interviews, including a parkkeeper, a bus conductor, a tram-driver, and a dustman. By these contacts we are broadening the basis of the children's human relationships, we are supplying the foundation, human feeling, and sympathy for honest social criticism and reconstruction. The investigation of the sewerman's daily life, while it provided a great deal of information that was subsequently analysed and discussed in the follow-up work, also gave the children an appreciation of the sewerman in relation to his work. They understood his work and valued its contribution to the life of the community. No book on civics with a chapter on sewers and sanitation could in any sense be a substitute for this direct experience, which would always be remembered and become a dynamic for subsequent interest in this aspect of communal services in local, and later in national, dimensions.



The Postman tells his story



## HOW OFFICERS CAN HELP IN A CIVICS COURSE

S. C. NUNN, M.A., Headmaster, Stationers' Company's School, Hornsey, tells how he uses civics in the normal curriculum, with the help of talks by officers and visits to municipal establishments

**T**HIS civics course was designed for those pupils in secondary schools who, having taken the school certificate examination in June, have July comparatively free. The aim has been to make a study of local government by combining a series of talks and visits, arranged by the officers of the local authority, with a special course of lessons given, in school, by the usual subject-teachers at the ordinary time-table hours.

Selection has been made of those aspects of local government which lend themselves to correlation with school studies, so that the knowledge already possessed by the pupils has been of assistance in facilitating their understanding of the new facts and ideas presented to them. Frequently it has been found necessary to extend, in particular directions, that knowledge, before some new ideas could be appreciated, and, from a school point of view, this has been all to the good. The pupils have discovered not only that their knowledge is really very elementary but also that their studies have practical applications. There has thus been the provision of some incentive to proceed further in the studies of both civic and school subjects.

The course began with studies of the general scheme of government, of the State in relation to local government, and of the various types of local authority. Much of this was done in the history lessons in school, where the historical aspects were given special attention.

The town clerk's talk was on the working of the borough council. The borough treasurer explained demand notes and, in so doing, gave another picture of the working of the local authority. In school the correlated study was the mathematics of loans, sinking funds, redemption funds, and methods of repayment.

The medical officer of health described his manifold duties and interests. The subsequent school studies were, in history, the history of the poor law, and in biology, bacteriology.

The borough engineer arranged both visit and talk. In school the subject of town-planning was followed up in the art lessons, the story of the roads in the history lessons, and the principles of the disposal of sewage in biology lessons. The school dealt with the history of education, leaving the education officer to dwell upon the administrative side.

The public supply departments, water, gas, and electricity, concentrated more on visits than on talks, but printed notes on the subjects of the visits were sometimes supplied by the officers, and these, with the help given by the guides, added considerably to the value of the visits.

There were many other points of contact with school studies; in geography, studies of the sources of water and of coal, local geology and relief and their bearing on water collection and distribution, types of coal, a geographical study of the Grid; in biology, water



Training the Voters of To-morrow



flora and fauna; in physics, the heating value of gas, the production and distribution of electricity, meters, units; and in chemistry, the composition and manufacture of gas, and the chemistry of water purification. In mathematics and mechanics some extensions of knowledge were necessary for the subjects of hydraulics, the Venturi meter, the centrifugal pump, gas holders and gas meters, dam construction, the discharge of water from a reservoir and through pipes, and the use of water in fire prevention.

Other general studies, in the English lessons, included the vocabulary of local government, examination of a petition for a charter of incorporation as a borough, and suitable selections of prose and verse dealing with the town as an environment.

The talks were usually given in the Council Chamber, and the Mayor, at some stage, welcomed the pupils. After each talk and visit opportunity was given for questions.

The local government officer and the teacher can help each other by careful and early planning of the course. Since, for each talk or visit, there will be about ten lessons in the school, it is desirable that the teacher's requests for the inclusion of particular topics should be granted. In the talks technical language should be avoided and statistics used sparingly.

Full attention to the speaker cannot be expected if note-taking is required, and, after a talk, or before a

visit, it is desirable that the pupils should be provided with a printed summary of the main points. During question-time the teacher can make good use of his knowledge of the pupils by asking such questions as will elucidate points which the pupils may not realise that they have understood imperfectly.

It is obvious that if every school asked for assistance with such a course the officers of local authorities would be unable to give the time to help them all. Partly because of this, and partly because of the immense advantage there would be to any course in operation, it is suggested that consideration might be given to the production of films dealing with the practical sides of local government work. The visits are not always as profitable as they might be, simply because hearing is sometimes difficult, and limitations of space prevent large numbers being shown important things at the same time. It is suggested also that local authorities should be persuaded to supply, for their own ratepayers as well as for the pupils, handbooks on the lines of the excellent one issued by the city of Manchester. One of the advantages of the course, in any case, is that the pupils take to their homes the understanding they have gained of the work of local government officers.

Courses on the above plan were begun at the Godalming county school in 1932 and at the Stationers' Company's school, Hornsey, in 1937. The writer would express his gratitude to N.A.L.G.O. members in the two boroughs.

## SCHOOL VISITS TO A COUNCIL MEETING

By R. STIRRUP, Headmaster of a Widnes School

ONE girl and one boy from each school in Widnes attends each year the November meeting of the council at which the mayor for the following year is elected.

The scholars, invited by the town clerk, are selected by their respective head teachers, and are given special seats in the council chamber. Each has been provided, a week or so before the meeting, with a copy of the agenda.

After the meeting—which is followed with close interest—each scholar writes an essay describing the event. Book prizes chosen by the scholars themselves are awarded by the town clerk for the best essays. The essays are later read out to all the older pupils of the respective schools. Here are two quotations from essays written by scholars from my own school:

"I was bewildered by the magnificence of the council chamber—it was glorious. Never in my life have I witnessed such an interesting ceremony, and I trust I will see more of the council chamber."

"I was very pleased at having the honour of sitting in the mayor's chair, and I wish to thank those who were responsible for giving me the rare opportunity of seeing such an impressive ceremony."

As a result of these visits to the council chamber, I find the children displaying a keener interest in the life and work of the mayor and town council.

## SHEFFIELD BRANCH'S SHIELD FOR ESSAY WRITERS

REALISING that the study in schools of the machinery of local and national government had been treated solely from the standpoint of the historian, Sheffield branch made a real attempt, two years ago, to interest senior schoolchildren in the work of their local administrative body as it was at that time.

The National Union of Teachers was approached and gave its blessing to the branch's suggestion for an annual essay competition on civics among boys and girls of 12 years or more.

The competition was further approved by Sheffield education committee and in May, 1937, head teachers were asked to include in the curriculum of appropriate classes accounts of the work of the city council, how money was obtained and spent, and what benefits the ratepayer got out of it.

In November the first examination was held. The titles of the essays included: "What benefits do the people of Sheffield get in return for rates?" and "Imagine you are a city councillor. In which two departments of the corporation would you be most interested, and why?"

More than 4,200 children wrote essays. The best three from each school were sent for final adjudication to the branch officers, prizes were awarded to the best seven, and a fine shield, designed by a student from the local college of art, was presented to the winning school.



# CHILDREN ENJOY OUT-OF-SCHOOL CONFERENCES

By D. R. O. THOMAS, M.A., Warden, Bensham Grove Settlement, Gateshead-on-Tyne

THE recent Spens Report on secondary education contains several useful observations on "education for citizenship." I shall quote one as a preface to this short contribution to the subject, to establish a point in my own experience.

"We are convinced," runs a passage on page 189, "that it is a grave mistake to fill a time-table with periods of formal instruction. If pupils are to acquire a habit of forming reasoned conclusions, they must have time in which to practise it. There should be definite periods in the time-table in which no formal teaching is undertaken, in which all kinds of questions, at times relating to the formal work in hand, *but more often to other matters of general interest—and among these we include many of the problems of citizenship—may be informally discussed by the pupils themselves.*" The sentence following emphasises that, in taking part in these discussions, the teacher must do so "on level terms with his pupils," with no attempt to override their opinions except by fair argument.

On Tyneside, under the auspices of Bensham Grove Educational Settlement, an experiment along these lines has been carried out during the past two years for the senior boys and girls of fourteen of the secondary schools within reasonable travelling distance of Gateshead, where the Settlement is situated. Most schools at present, under the stress of the examination curriculum, can find little opportunity, it seems, for the "free periods" recommended above. At the Settlement we organise twice a year, in the autumn and the spring, Saturday afternoon conferences on subjects of social administration for these boys and girls. The scheme has the warm co-operation of the headmasters and headmistresses of the schools, but the boys and girls come entirely voluntarily to these informal gatherings, which are designed to introduce them to men and women who are responsibly engaged in administration and who will discuss with them some of the problems and the principles involved in their work.

So far the experiment has proved most encouraging. The boys and girls seem to appreciate the opportunity of meeting their contemporaries outside the schoolroom and of encountering with them, in an atmosphere of free discussion, problems of adult social responsibility. We have been fortunate in our speakers. They have not all been equally experienced in "talking about their job," but they have all recognised the essential condition of putting themselves on "level terms" with their listeners; and they have all paid tribute to the keenness of the questions put to them in the period of discussion.

Our afternoon is divided into two sessions, each of an hour and a half, and it is remarkable how much information can be "got across" in the two talks thus made possible. This arrangement also allows us to have two speakers, to deal with different angles of the same subject. For example, on "The Administration of Justice," we had a barrister who discussed the system of the English courts and the way in which the idea of justice had developed, and a probation officer who described

the various ways in which an offender may be treated after conviction. In the interval between the two sessions tea is provided. This helps to establish the informality of the occasion. So far teachers from the schools have agreed not to attend, in order to keep the meetings as free from "school" as possible. I have found that the boys and girls appreciate this.

Subjects chosen hitherto for these conferences include: The Administration of Health Services; Justice; Work of the Ministry of Labour; Youth and Employment (transference organisation, etc.);

The 1937 Factory Act; and Administration of the Tyne (Tyne Improvement Commission).

Local government will be discussed at the next conference, in February or March. It has been reserved for this occasion in view of the local government exhibition now being organised by the Gateshead branch of N.A.L.G.O., which is to be held in the art gallery in Gateshead from February 4 to March 4. This exhibition will provide an invaluable collection of material to illustrate the lectures we shall arrange for the boys and girls. The conference will be held in the secondary school adjacent to the art gallery and the tea will be provided in rooms of the gallery itself, thus providing opportunity for the boys and girls to see the exhibition. One talk will probably be on general principles of local government and the other on the work of a particular department, to demonstrate the practical working of local administration.

I may well conclude with a further quotation from the Spens report. "We agree with many of our witnesses," runs a passage on page 162, "that the studies of the ordinary secondary school should be brought into closer contact than at present with the practical affairs of life."



Mr. Morrison, Leader of the L.C.C., tells schoolboys how the Council works.





The School Parliament in Session

## PRACTICAL CITIZENSHIP IN A SENIOR SCHOOL

By A London Headmaster

**T**HE principal object of the teaching is to make the pupil a live, interested citizen, understanding something of his position as a member of a civilised community, conscious of his privileges but equally aware of his obligations."

This is the first paragraph of the foreword to the grouped syllabuses forming part of a co-ordinated scheme of instruction in a senior boys' school in a working-class neighbourhood. In all branches of the work, and in the many corporate activities, this aim is borne in mind and a conscious attempt is made to stimulate an intelligent interest in the social, economic, and political structure of the school district, the town, and the country as a whole.

It was felt from the beginning that academic instruction alone would be of little value without the inspiration of a personal reaction and some opportunity for its expression. This led to an experiment which has developed a tradition and established a school community of a unique character.

The three senior classes were invited to form a society, controlled by its own officers and committee, to carry on some study of the neighbourhood, arrange discussions on topics of common concern, and control, in some measure, the discipline and corporate life of the school. Thanks to the gift by a former scholar of a commercial press and the consequent fitting up of a printing shop, the society undertook the preparation of a magazine which has now appeared regularly for eight years.

From the beginning, each secretary has kept minutes of the regular Friday afternoon meetings and of the weekly committee meetings, while there are minuting clerks for each sub-committee and reporters of all the projects undertaken, in and out of school. The printed agendas and addresses, together with reports and correspondence, are bound up with the year's minutes each July and the volume added to the "archives" of the society. As a result, there has grown up a

traditional programme and procedure which makes for smooth running without much adult advice, but the boys have never hesitated to try out a new idea or to take advantage of some novel topic of the day or local question to add some fresh activity to their programme. Thus, when the Sunday cinema was voted upon, they took their own referendum after hearing a statement from opposer and proposer.

At the beginning of the autumn term, after lessons on the conduct of meetings, rules of debate, and the keeping of records, the senior prefect calls the annual general meeting at which a resolution to continue the society must be put. Elections of officers and committees then take place. The usual heroes of the sports field are not always selected, nor does the top form carry all before it. The boys show by their choice that fitness for the job is a consideration by which they are guided, and this is one of the proofs of the value of this form of practical training for life in a democratic State.

For a month the boys meet as a debating club, but in October they form municipal parties, draw up programmes, and nominate candidates for the November election. The whole school is canvassed during the campaign and the walls are gay with posters, while each elector is given printed election addresses and attends meetings to listen to the candidates and their principal supporters. The declaration of the result is keenly awaited, for on it depends the constitution of the town council which sits for the remainder of the term. Two or three committees are set up at the first meeting, and these report before Christmas, having interviewed applicants for municipal appointments, among other duties. On two occasions mayors of the borough have paid visits to their boy imitators and their councils, and this encouragement has greatly helped this side of the work.

The spring term is given up to the sittings of a model Parliament, the State Opening of which is followed by a debate on the Address and the taking of a short Bill through all its stages. During the summer the chief interest centres in the staging of a law case, the story



of which is written by a group under the leadership of the editor of the magazine. It must be local in character and all facts quoted must be verified, if necessary by visit or interview. Occasionally a second case is prepared by the master to show that the Courts not only administer the law and punish those who break it, but have also to interpret it. When this is contemplated, an intentional flaw is left in the text of the Parliamentary Bill carried through during the previous term.

It is not claimed that the activities outlined in this article have been uniformly successful, or that every boy profits by them. But they do offer scope for a variety of talent, and have stimulated many young citizens now active in local organisations. Printers, artists, carpenters, contribute by their craftsmanship to the functioning of their school community no less than the speakers and writers, and are as justly proud of their part in the whole.

F. W. S.

## START A CIVIC CLUB IN YOUR LIBRARY

By NORMAN H. ROGERS

*In this article, Mr. Norman Rogers, public relations correspondent at Croydon, outlines a novel proposal for education in citizenship. So far as we are aware nothing so ambitious as this has yet been attempted anywhere, and we commend the plan to readers as a fascinating combination of education, public relations, and valuable social service.*

A PRACTICAL approach to the introduction of children to local government might be made through the formation of civic clubs, either through the children's section of the libraries or in schools. The best ages for membership would be between 14 and 16. No club should have more than about 30 members, a number which would enable each member to take an active part in its working. Similar clubs might be formed among older adolescents through the Y.M.C.A., the Y.W.C.A., and boys' and girls' clubs.

As I envisage it, the civic club would operate under a leader, who should be an expert in local government administration and in close touch with municipal departments. He or she might well be the N.A.L.G.O. branch public relations correspondent, or a member of the libraries staff.

The object of the club would be to give its members an idea of the methods by which a town is governed, and to inculcate the realisation that the community itself is responsible for the development of its structure. It should not appear to be "educational," and for this reason the library is probably a better place for it than the school.

Details of organisation would vary according to circumstances, but, generally, the programme would consist of alternating periods of discussion and practice. For example, at the first meeting the members would be asked to imagine that they represent a community, forced by economic and other reasons to live together. Their first task would be to build the town in which they are to live from an undeveloped area of land. To make things more interesting, they might acquire a large plan, on which to build up the "town." In this way the children would be brought to realise that a town is created by its inhabitants. They would be shown that the whole community cannot administer the development of the town, and that representatives would have to be elected.

At the next meeting of the club—the practical session—a mock "election" would be held, with real polling

booths, ballot box, counting of votes, and announcement of the result of the poll. Certain members of the club would thus become "councillors."

The following meeting might be devoted to a discussion of the machinery of government by a council, and the position of officers. By the fourth session, the club would be ready to hold a mock council meeting, which should take place in the actual council chamber of the local authority—possibly after a visit by members of the club to a meeting of the real council.

The club "council" would then appoint its officers from its remaining members. A boy interested in engineering might be appointed "borough engineer," a girl interested in domestic science would become "housing estate manager," or "health visitor," and so on. Having obtained in this way the machinery of administration, the club would consider the development of its "town." For example, the "borough engineer" might be asked to prepare plans for the "town hall," assisted by his "committee" (and, in practice by the rest of the club.) To advise them, the leader would arrange for a member of the local authority's engineer's department to visit the club and tell the members, in simple language, what was involved in such a scheme. At its practical session the club would visit the engineer's office to see plans of real buildings and the finished products. When the "town hall" had been "erected" a model would be made and fixed to the plan.

Then an electricity undertaking might be established, with a visit to the electricity works of the local authority; the "medical officer of health," assisted by his "superintendent health visitor," might devise a scheme of clinics, first visiting an existing clinic in the neighbourhood, and so on through the whole of the administrative machine.

At the appropriate time, the subject of rates would be introduced, and the members of the club, as "inhabitants" would have to contribute (in theory, of course) to the rate fund. This would link rates and services in the minds of the children.

An essential point in the organisation of a club on these lines must be simplicity. The scheme must unfold itself to the children naturally and in clearly understandable language. The children themselves should run the club, the leader merely standing by and "inspiring" or prompting them. In other words, the children should be allowed to develop the "town" along their own lines. All the time they would be creating a town, probably not far dissimilar from that in which they live, knowing how it is done and taking nothing for granted.



## AN OPEN LETTER TO SIR ERNEST BENN

Dear Sir Ernest Benn,

In a broadcast discussion under the title of "A Penny on the Rates" on January 20, you found it necessary to make a number of sweeping criticisms of local government and of local government officers.

With your contention that "local government is rapidly becoming as much of a nuisance as of a good," and with the many false and misleading arguments you used in support of it, I do not now propose to deal. It is, I feel, a matter that may safely be left to the public, to whom local government has brought increasing freedom from the disease, crime, squalor, overcrowding, dirt, poverty, and social maladjustment, created by your vaunted individualism, to whom it means health, education, security, good homes, pure food and water, cheap and efficient public services, an opportunity for recreation and culture, and all the other factors which make up what we call civilisation.

But I cannot allow your comments on the officials who carry out these services of civilisation to pass unchallenged. You said:

"It [the "scandal" of local government expenditure] started with the wholly commendable desire of the local councillors to render service to the citizens, but it has long since passed that stage . . . and is now a great big rush for official jobs and salaries, and, of course, a pension."

"A city like Leeds has now got one in seven of the working population in official jobs for the Corporation. If I had my way, I would put them all into uniform, make them wear bright red jackets, so that as we went about our daily occupations we could see at a glance who was earning his own living and who was being paid from the rates. . . ."

"Let us see that the people who are fortunate enough to work for the Council work at least as hard and honestly as the people who work for the ratepayers and tradesmen."

Of these three statements, the first is nonsense, the second is grossly ill-mannered, and the third contains a suggestion which is totally untrue.

How does the "rush for official jobs and salaries" differ in any respect from the rush for unofficial jobs and salaries? Where work has to be done men and women must be employed to do it, and local government has work to do. Is the provision of hospitals, of schools, of roads, of houses, of supplies of water, gas, electricity, and transport, less important than the provision of beer, cinemas, cigarettes, or even books? And what of those wonderful salaries and pensions? Of the 150,000 officers employed by local authorities throughout the country to-day, one in four is getting less than £2 a week, seven out of ten are getting less than £4 a week and seventeen out of twenty less than £7 a week. Most of these are highly skilled and efficient men and women, many possessing technical and professional qualifications of a standard at least as high as can be found outside the local government Service, and probably much higher. Would you, Sir Ernest, be prepared to do their work for their salaries—even with a pension?

In what way do those whose salaries are paid from the rates—in other words from the sale of health, protection, and amenities—differ from those whose salaries are paid from the sale of ships, shoes, sealing-wax, or the publications of Benn Brothers Ltd. and Ernest Benn Ltd.? Do not the nurses in our municipal hospitals, the workers in municipal gas and electricity works, schools, and libraries, the men and women who keep our towns clean and healthy, who protect us from diseased food and impure water, earn their pay, small as it often is? The only differences between them and their colleagues outside municipal service are that they work for the public, and not to swell the profits of private individuals like yourself, and that, as public servants, they are more open to unfair criticism, to which they have no right of reply. Is that why you would have them wear bright red jackets? Most of them, I fancy, would be proud to bear such a badge of public service.

Your final statement is so completely at variance with the facts as to merit no more than a single comment. It is this: if the people who work for the ratepayers and tradesmen—and the ratepayers and tradesmen themselves—were to work *half* as hard and honestly as do the people who work for the Council, and were to devote *half* as much of their leisure time for the public good, the state of Britain would be happier than it is to-day.

Yours faithfully,

ALEC SPOOR,

Public Relations Officer, N.A.L.G.O.



"You'll have to go round"



## VERA BRITTAİN LOOKS AT THE NURSES' CHARTER



*All readers of Miss Vera Brittain's "Testament of Youth" will remember the vivid descriptions of her life as a nurse. We sent Miss Brittain a copy of the N.A.L.G.O. Nurses' Charter, and this is what she had to say about it.*

**D**URING the Great War I served for four years as a V.A.D. nurse in six different hospitals, three in London, one in the provinces, and two abroad. This experience revealed to me the working methods of two great training schools, and gave me, through the Sisters who supervised my various wards, a general knowledge of conditions prevailing in several others.

In those days I was very young, very innocent, and idealistically anxious to win the approval of my superiors. It was not until the end of the war that my critical faculties developed, and I began to register some conclusions about the profession in which I had spent so much of my youth.

Reluctantly I realised that there was no calling where the type of altruism known as "a sense of vocation" was so ruthlessly exploited, or unnecessary discomforts were permitted with so apathetic an indifference to the health and happiness of eager young women. Tradition, I perceived, not only allowed but encouraged a multitude of time-wasting tasks destructive to youthful enthusiasm, since they transferred the energy offered up on behalf of suffering patients to the cleaning of metal sterilisers and the polishing of wheel-chairs. The routine was made even more discouraging by a cast-iron unimaginative discipline, and a series of Victorian regulations which demolished freedom, undermined confidence, and added a cumbersome seven-piece uniform to each day's exasperations.

Nearly twenty years have passed since I left the last of my London hospitals in 1919. Those years have given ample time for improvement, but the pace of reform has been slow. Its tardiness was recalled to me only the other day by a letter from an unknown correspondent—an irate father whose investigations into the position of women in the nursing profession had filled him with dismay.

"My daughter," he wrote, "expressed a desire to become a nurse, and following certain enquiries that I made from several hospitals regarding the conditions and terms of service, I am convinced that the time is much overdue for a distinct change for the better in the standing and general treatment of those entering the profession of nursing . . . I see no reason why the nurse should not be regarded in the same way as others who are serving the public, be made a civil servant with

all the advantages of standing and remuneration that go with the position."

Although the establishment of the General Nursing Councils in 1919 gave nursing a definite professional status, the authorities responsible for the recruitment and training of its personnel have failed to take advantage of the investigations, reports, and Parliamentary measures initiated by organisations or persons interested in the conditions of women's employment. The most important investigation of the past decade was the "Lancet" Commission on Nursing, appointed in December, 1930, "to enquire into the reasons for the shortage of candidates, trained and untrained, for nursing the sick in general and special hospitals throughout the country, and to offer suggestions for making the service more attractive to women suitable for this necessary work."

The Commissioners published their report in 1932. They had discovered more than sufficient reasons for the embarrassment caused to the medical services by the permanent shortage of trained nursing staff. Although, as they pointed out, the total disadvantages which they enumerated were not characteristic of every hospital, there was hardly an institution which was free from them all. In 26 per cent of the hospitals they examined they found that the hours of work amounted to ten or eleven per day, and only in 14 per cent was a reasonable average of eight to nine hours maintained. Inequalities of pay existed where duties and responsibilities were not dissimilar; work that should have been done by ward maids still—as in my V.A.D. days—diverted the nurses' time and skill from the patients; freedom was lacking owing to the obligation of most nurses to live in a community where antiquated restrictions made hospital society similar to that of a closely-supervised convent; even the limited off-duty time was spoiled by last-minute notification which made private arrangements impossible; hospital food was monotonous and badly cooked. A profession with so many shortcomings, they concluded, could not hope to compete with more up-to-date occupations which respected the liberty and independence of modern young women.

The "Lancet" Report made recommendations providing for improvement in all these directions within the limits of the existing hospital system. The impulse towards reform which it had embodied subsequently inspired other distinguished recruits. Mr. Fenner Brockway, the Chairman of the I.L.P., drew up a Bill to improve the conditions of nurses, but this failed because Parliamentary facilities for its discussion were

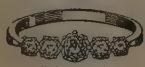


**BENSON VALUE**  
that speaks  
for itself

## BENSON'S £7.10 RINGS



Diamond



Diamonds



Diamonds



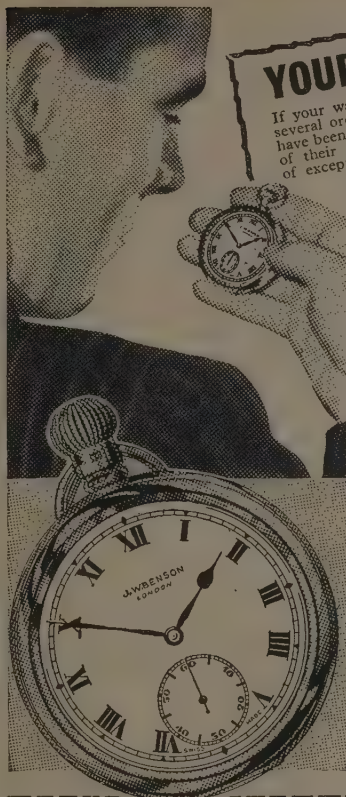
Opal &amp; Diamonds

Emerald & Diamonds  
All one price £7.10.0.

**5/-** WITH ORDER can make you the Owner of any ring from Benson's ONE-PRICE range of £7.10.0 rings which undoubtedly represents London's greatest value.

Balance of the price of £7.10.0 is payable in 12 monthly sums of 5/- and a final sum of 5/-. No extra for monthly payments. These are Reduced Terms. You can choose from a splendid selection of diamonds, emeralds, opals, sapphires etc. The ring you choose will be sent to you in a handsome velvet-lined case. Post coupon below for FREE ring catalogue and special leaflet illustrating range in colour.

Fill in coupon and post to Benson's



## YOUR WATCH

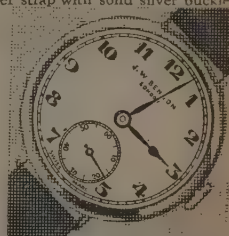
If your watch is a Benson watch it will long outlast several ordinary watches. For generations Benson's have been world-famous for the exceptional reliability of their watches. Every Benson watch passes tests of exceptional severity and gives you:—

**Benson accuracy!**

send only **3/-**  
with order, and get one  
of these **SOLID SILVER**  
**BENSON** watches . . .

YOU can have either of these £3.5.0 solid silver models for 3/- with order. The balance can be paid in 12 monthly sums of 5/- and a final sum of 2/-. No extras charged for monthly payments. These are reduced terms. Both have fully-jewelled lever movements covered by Benson's full written guarantee. THE POCKET WATCH has a massive solid silver double bottom case. THE WRIST WATCH of solid silver has strong leather strap with solid silver buckle. Post coupon now for FREE Catalogues and special order form.

**SPECIAL DISCOUNT**  
to members of  
**N.A.L.G.O.**  
Post coupon for details.



## Free! New catalogues from BENSON'S

To J. W. BENSON, LTD., Dept. "A"  
62 & 64, LUDGATE HILL, LONDON, E.C.4  
(The original firm founded A.D. 1749)  
Please send, post free, illustrated catalogue(s) I have ticked and details of your 'Times' System of Monthly Payments.

☐ A Pocket Watches, Chains, etc.  
☐ B Wrist Watches ☐ C Rings ☐ D Jewellery  
☐ E Plate, Cutlery, etc. ☐ F Clocks

Other Benson Offers—You may purchase any of these goods on easy monthly terms at prices. Post coupon or call. L.G.S.—Feb

NAME .....

ADDRESS .....

**POST THIS COUPON 10-DAY!**

not granted. In Birmingham a voluntary Commission, initiated by Professor and Mrs. Sargent Florence, to examine the position of nurses in the local hospitals, is still at work. But it is the latest effort to remedy unsatisfactory conditions—the Nurses' Charter prepared by the National Association of Local Government Officers—which will probably be of the greatest interest to readers of LOCAL GOVERNMENT SERVICE.

This Charter, which is based upon the recommendations of the "Lancet" Report, emphasises the immediate need of standardisation in nursing. The scheme drawn up attempts to bridge the wasteful gap between the age when the average girl leaves school, and the age at which the majority of training schools now permit her to enter. It sets out suggestions on recruitment, training, and qualifications; it includes revolutionary but necessary proposals for higher pay, shorter hours of work, adequate and pre-determined off-duty time, less regimentation, more freedom, separate bedrooms for nurses who live "in," and the supervision of hospital meals by a trained dietician. I find no

suggestions for simplification of uniform, but perhaps some such improvement has already been carried out in municipal hospitals.

This Charter applies, of course, only to the nurses whom these hospitals employ, though there are more nursing staffs in N.A.L.G.O. than in any other service organisation. The real obstacles to progress are the majority of voluntary hospitals, with their insufficient and unpredictable resources which mean understaffing, long hours, and curtailed off-duty time. Too often, also, their control by private Boards of Governors puts them at the mercy of conservative reactionaries whose interests lie in maintaining the established order in every direction.

These difficulties are in themselves an argument for the complete State control of the public health services.

Meanwhile, the N.A.L.G.O. Charter represents an important strategic move in the onslaught upon the entrenched resistance of a backward profession by the forces of progress.



## Branch Magazine Page

Edited by Norman H. Rogers

## EDITOR OR HACK?

**I**N journalism, the editor is a power, the creative genius who moulds his journal into a vital source of information, comment, and criticism. The hack, the literary drudge, is a nonentity. He sinks his individuality in favour of his paper's.

Into which class is the member responsible for the production of a branch magazine to be placed? There is only one answer: for a branch magazine will truly succeed only where the editorial chair is occupied by a man fully aware of the responsibility of his task, and actuated by the highest journalistic ideals. If any magazine is to be of real use, that is, if it is to be more than a mere record of events, it must be conducted upon recognised lines of journalism. Within limited scope, the best principles of that literary profession can be applied to branch magazine production.

Freedom of expression is of paramount importance. The editor should insist that his magazine should maintain its independence and right of free comment upon staff affairs, even though it may be financed by a branch executive, for, once established, the magazine becomes, not the mouthpiece of the executive, as it is sometimes assumed, but the mouthpiece of the whole branch. Properly operated, it will serve to act as an indicator of local opinion—a straw in the wind.

Bearing his responsibility in mind, the editor should

have a clear idea of his policy. Obviously, the prime object of the journal is the advancement of the aims and objects of N.A.L.G.O., and the encouragement of staff activities. But, though these limits appear restricted, the use of the arts of journalism can lift the branch organ out of the rut of bulletinism.

For instance, take the right to criticise. The editor considers himself entitled to criticise on the ground that wise criticism is a powerful stimulant. Such criticism must, of course, be constructive. Carping leads nowhere and invariably boomerangs upon the writer or his journal, but sound comment goes far to found prestige. On the other hand, in certain circumstances, encouragement rather than criticism leads to more beneficial results. It is in the handling of such fine points of differentiation that the magazine producer shows whether he may claim the title "editor," or only "hack."

Undue censorship by executives leads to editorial degeneration, and this must be avoided. Let an executive appoint a man in whom it has complete confidence and give him a free rein. The editor will know how far he may go.

Let no man who features in the list of officials as "editor" permit himself to be made the pawn of any favoured few. He should resign rather than be relegated to the position of branch literary drudge.

## HINTS ON PRODUCTION COSTS—2. Printing

by M. J. MILES, Editor "Camera Principis," Coventry.

**I**F Coventry's journal continues on its present basis the actual printing costs will exceed the income from subscribers in 1939 by about £38, yet, ignoring special expenditure, to which reference will be made later, we hope to balance our magazine account this year. This miracle is wrought by our altruistic friends, the advertisers. Advertisements in "Camera Principis" are worth £42 a year to the branch. How much they are worth to the advertiser that good man would like to know.

"Camera Principis," a pocket-sized journal, is printed monthly by a local printer at a cost of £6 7s. 6d. for 600 copies—roughly 2½d. each. Extra copies cost 2s. 6d. for twenty-five. About 520 subscribers pay 1½d. a copy—paid annually—and advertisers contribute the equivalent of 1½d. for every subscriber.

These figures are based on a journal of 13 editorial pages and advertisements on seven inside pages and three sides of the cover. A page (including the cover) costs the advertiser £4 4s. a year irrespective of its position. Branches starting printed magazines might consider charging extra for the more important pages, such as the back cover, but once the principle of equal charges has been established, it is difficult to change. A half-page costs £2 2s., and a quarter-page £1 1s. We sell four whole pages, nine halves, and six quarters.

Our income and expenditure account for 600 copies is:

Monthly Cost	Monthly Income	
	Advertisers	Subscribers
£6 7s. 6d.	£3 10s.	£3 5s.

The profit shown may be usefully spent in refinements. If a branch produces thirteen solid pages of type-matter each and every month, the result will be utterly dull. Blocks are essential, and bought and used intelligently, can make the difference between a "live" journal, and one that just exists. Many of the blocks used in "Camera Principis" are borrowed from the City Development offices.

Line blocks, for instance "Round the Branches" in LOCAL GOVERNMENT SERVICE, cost 6d. a square inch in Coventry, and half-tone blocks for reproducing photographs cost 11d. a square inch, each with a minimum size of 14 square inches. If a whole page block is used in "Camera Principis" in place of type, the printer makes an allowance of six shillings.

## MORE BRANCH MAGAZINES

\*Deptford  
Epsom and Ewell  
\*Hackney  
London C.C.  
London and Home Counties J.E.A.  
Sutton (Surrey)  
ALTERATIONS  
Isle of Thanet  
Welwyn Garden City

"DEPTFORD NEWS"  
"BETWEEN OURSELVES"  
"PAY DAY"  
"LONDON TOWN"  
"BUS-BAR"  
"STAFF BULLETIN"  
"THANET OFFICER"  
"CAMPUS"

## Among the Magazines

**J**ANUARY produced a crop of fine editions, especially among the printed journals. "The Guild Journal" (Manchester) is certainly the most tastefully produced magazine of the month, and, in being so, departs in no way from its normal standard. Not only is its layout tidy, but its literary content is of compelling interest. Three excellent prints by G. R. Hinks, A.R.P.S., of the city architect's office, are included. Some journals have been carrying splendid series dealing with the working of various departments of a local authority. One of the best series is to be found in "Kent County Chronicle" (Kent). The January edition includes the work of the supplies department. Articles such as these are not only interesting, but highly educative, especially to the junior officer.

Fire at Kingston generating station and a full-page photograph of the wreckage to support the story, are outstanding features in "Bus-Bar," the magazine of the London and Home Counties Joint Electricity Authority Sports and Social Association.

Arthur S. Lidington, Town Hall, S.E.14.  
Eric A. Atkinson, 12, Waterloo Road, Epsom.  
H. W. Ellery, Room 42, Town Hall, W.8.  
Editor, County Hall, S.E.1.

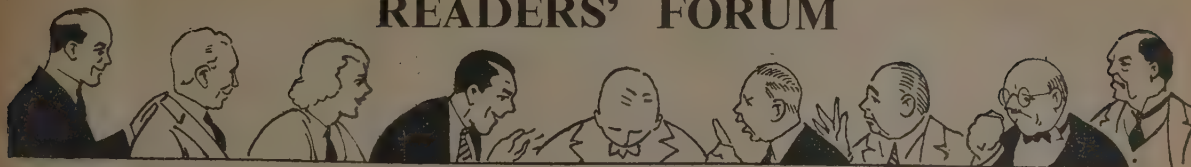
J. W. Boyle, 5-6, Lancaster Place, W.C.2.  
R. W. Hintersley, Municipal Offices, Sutton.

F. Bellchambers, 68, Grosvenor Place, Margate.  
Funds do not allow exchange of magazines.

\*The editor has agreed to allow all material in his journal to be reprinted in other magazines without fee or prior consent provided acknowledgment of source is made.



## READERS' FORUM



### BENEVOLENT FUND DEBT

#### A Conference Pledge

Mr. Brodie's extravagant picture of an almost irresponsible administration embarking upon grandiose schemes without sufficiently considering their cost, and generally disbursing money without due care, is so contrary to the true facts that it cannot be allowed to pass unchallenged.

As long ago as 1933 it was apparent that the calls upon the fund were increasing out of all proportion to the corresponding increase in the revenue, and at the Scarborough Conference several notices of motion were tabled with the object of restricting the commitments of the fund. Conference, however, would have none of these, although it was clearly pointed out by the management committee that the rejection of its proposals implied a pledge by Conference—that is, the general membership—to find the additional money necessary to carry out the fund's programme. If the pledge given at Scarborough has not been honoured by the membership, it is unfair and futile to blame the management committee for the consequences.

It is difficult to know upon what authority Mr. Brodie bases his assumption that branch recommendations are dealt with in the haphazard manner he suggests. My experience—admittedly not extensive—is that it is impossible to deal with any case except on its merits. Any submitted by my branch has received the most careful consideration, and I have no doubt other branches are just as careful in their dealings with the fund.

Finally, it seems a sad commentary on the status of the local government officer generally that, in misfortune, he should be recommended to apply for public relief. Surely it is possible for an institution as wealthy as N.A.L.G.O. to deal with its own problems of distress, leaving the public funds for those less fortunately placed.

J. W. EDMONDS,  
B & O Fund Hon. Sec.

Port of London Authority,  
Upper Division Staff Branch.

#### Administration not at Fault

Mr. S. A. Brodie's letter was of particular interest to me, as the mover of a notice of motion dealing with the administration of the Benevolent and Orphan Fund tabled by the South Shields Branch at the Blackpool Conference. Whilst the terms of that motion directed some criticism at a certain action of the N.E.C. recorded in the B & O section of the annual report, I felt it necessary to pay tribute to the wisdom which usually characterises the administration of the fund. That tribute was the result of experience over a long period.

Mr. Brodie declares "without fear of contradiction" that branch recommendations have been based more on comparison

with other claims than with any desire to assess actual need. My experience as a member of my branch B & O sub-committee and of the North Eastern district B & O committee prompts me to contradict this statement.

The form which applicants complete should reflect the actual need, and in the event of branches being liberal in their

The popularity of "Readers' Forum" is making its editing a task of considerable difficulty. We received this month sufficient letters to fill 15 pages of the Journal, and, although the space has been extended to four pages, we have again had to hold out many letters and to curtail those published. Correspondents will help by writing as briefly as possible.

assessment of the assistance necessary, my experience has been that district B & O committees invariably amend any such recommendation to an amount in keeping with the actual need.

The suggestion that those in need who could rightly ask the fund for assistance should apply to public assistance committees will, I am sure, be condemned by every member of the Association. I cannot imagine 100% membership of the fund ever being attained were such a course to be adopted; indeed, those already contributing would cease to do so.

There can be no greater incentive to contribute to the fund than the realisation of the wonderful work it is doing to alleviate distress and suffering, and, if Mr. Brodie wishes, I am prepared to furnish him with details of a case within my personal knowledge which should provide him with adequate material for much propaganda in the Scottish district.

The present position of the fund is, in my opinion, not due to any fault in administration, but in very large degree to the fact that too many members say: "What do I get for my annual contribution of 3s.," instead of: "I shall pass through this world but once. If, therefore, there can be any kindness I can show, or any good thing I can do, let me do it now, let me not defer it nor neglect it, for I shall not pass this way again."

J. Y. FAWCETT.

Windermere Crescent,  
Harton, South Shields,

#### THE CITY MANAGER Is System Undemocratic?

The value of Mr. Burton's able and judicious argument against the city manager system is marred by a misconception which leads him to regard it as undemocratic. We shall miss the real issues if we fail to realise that the plan represents differences not of political system but of administrative method.

The city manager is not a commissioner armed with plenary powers. He is respon-

sible to a local commission of five or six members, democratically elected. The precise number of elected representatives is surely not so much of the essence of democracy as to enable us to say that if there are fifty you have democracy, and that if there are five you have not.

Again, it is not necessarily undemocratic if, on the administrative side, responsibility is concentrated. Our Prime Minister, though in some respects *primus inter pares*, has a large degree of authority over other Ministers, yet we do not on that account admit our constitution to be undemocratic. If Mr. Burton considers the idea of a "chief-of-chiefs" on the administrative side to be undemocratic, he must apply the same epithet to the present system of independently responsible departmental heads simply because they have power to give orders to their subordinates.

Mr. Burton asks whether there should be "a chief-of-chiefs who could induce or compel compliance or harmony, or alternatively, report to the committees or council direct," implying that no such officer is in such a position to-day. Councils may have stopped short of making their clerks managing directors; but surely there are few of them who do not look to the town clerk or clerk of the council for a general co-ordinating function and often for advice on general administrative questions. I think the most successful of these officers are those who conceive themselves as *primus inter pares* and not managing directors, and endeavour to discharge such functions by suggestion and persuasion; but it would surely be competent for such an officer, if these methods failed, to report the circumstances to his council, and, if he doubted his own authority, to invoke theirs.

On the general issue, I feel that I shall secure space for only one comment. Mr. Burton considers "efficiency investigations" (sometimes external) a better measure than the city manager system. Without advocating the city manager system it may be pointed out that, while his remedy may be admirably designed to secure better co-ordination and efficiency in office and departmental organisation, it fails to provide for the conspectus and control which are essential to secure balanced activities and planning ahead. Modify the elected organ, or the committee system, as you will, co-ordination in the essentially full sense of the term will never be secured unless there is some officer who in some way can keep these wider functions within his purview. J. H. WARREN.  
Clerk of the Council, N. E. C.  
Earlestown, Lancs.

#### Not a Municipal Dictator

Mr. Burton tries to raise all the mumbo-jumbo of the present prejudice against dictators against the appointment of a city manager. Unfortunately, members reading his first paragraph may well think that a city manager can be compared with a



dictator—they may even have envisaged city managers as Jew baiters, with squads of bodyguards!

Nothing is further from the truth. A city manager would work, in my opinion, still under the direction of the council. Local government would still be as democratic as it is to-day (if it is democratic these days, when half the council are elected unopposed and the other half on a less than 33% poll). The appointment of a city manager is the way to better administration; a city manager would be an administrator, not a dictator in any sense of the word. Or perhaps Mr. Burton thinks of general managers of companies as dictators?

The point of difference between us is that I say that only by the appointment of a qualified administrator (call him what you will) at the head of the other technical advisers—legal, medical, engineering, etc.—can there be proper administration. Let us have more co-operation between departments by this means and less squabbling or jealousy. On this Mr. Burton appears to be on the other side of the fence: if an officer so much as "poaches" on the preserves of another department he blandly says the others "should deal with him" and goes on to advocate a system of external or internal "audit" on the work of each department. He prefers, in other words, home-made bureaucracy, rather than the phantoms of dictatorship.

I should appreciate Mr. Burton's answer to these points.

J. G. HILLIER.

28, St. John's Park,  
Tunbridge Wells.

## AID FOR REFUGEES For All Faiths and Races

The decision of the N.E.C. to make a donation to Earl Baldwin's Fund must surely meet with the approval of the great majority of the rank and file of the Association.

I am glad that N.A.L.G.O. has a President with the courage and the humanity to point out to the National Council its "duty" to make some contribution to the relief of distress such as that which has been forced upon large numbers of our fellow human beings; and, moreover, that we have a Council which has the good sense to follow such a lead. Your headline on this matter was somewhat misleading, in its inference that the aid given was merely for Jewish refugees. Earl Baldwin's appeal is, I think, rightly described as being for "European refugees of every race and faith."

J. YOUNG.

Maidstone.

## "No Concern of N.A.L.G.O."

At the Margate Conference in 1937 a motion from the Walthamstow Branch for a grant to alleviate suffering in Spain, met with no support, apparently because N.A.L.G.O. refused to meddle in politics. I am at a loss to understand how our National Council can take it upon itself to donate £105 of members' subscriptions towards Jewish relief which, in my opinion, is no direct concern of this Association.

It may have been the intention of the Council to solicit sympathy for its action by publishing a photograph on the cover of

this month's magazine containing Jews who roughly constitute fifty per cent of the visible assembly. Surely our own magazine, towards which every member helps to contribute, can present us with an "English" crowd scene for, strange as it may seem, there are still some people left in these isles who are British by birth and not by domicile or paying 2 guineas. Please do not deny us the privilege of their photographs whilst existent.

R. L. MEATYARD.

Town Hall, Epsom.

*Some thousands of Jews, and many millions of other races, are British by birth. Some of them are members of N.A.L.G.O. The Editor, who is, of course, solely responsible for the selection of photographs for "L.G.S." has not yet, happily, reached such a condition of race-consciousness as to deny them their nationality.*

## "Subsidies to Aliens"

The Council's payment of 100 guineas to assist alien immigration must be followed, in fairness to our people out of work, by a donation of 200 guineas to aid the efforts of the National Unemployed Workers' Movement to obtain winter relief for those British workers pushed out of their jobs by these aliens.

The arguments which swayed the Council appear to consist of third-hand atrocity stories directed against the British, thus tending to nullify the Premier's efforts for appeasement.

By subsidising the influx of cheap alien labour, we depress the condition of the unemployed still further and thereby our own standard of living is lowered rather than raised. We do not support N.A.L.G.O. to depress our salaries.

Ealing.

J. W. DARK.

## THE JUNIOR'S PLIGHT

### Maximum of £90 a Year!

In the December issue "Little Me" rightly complained of his fate as a junior, aged 25, and receiving a salary of £156 a year. I wonder what he would say were he employed as a Junior Clerk by the Denbighshire County Council, whose scale for juniors consists of a commencing salary of £50 a year, rising by annual increments of £8 to a maximum of £90—with two years probationary service.

It is necessary to possess at least a school certificate to obtain a junior clerkship, which means that applicants are usually about 17. I started work last March, aged 18, after having spent six years in a secondary school, and gaining matriculation. If I get an increment next April—and this seems doubtful because of the compulsory probationary service—it will mean that at 23 I shall have reached my maximum salary of £90.

Further, the grading of the Denbighshire county council salaries is such that I shall remain at £90 indefinitely. It will be impossible, even with the recommendation of the head of the department, to pass into a higher grade until a vacancy in that grade occurs. When that happens I may apply for the vacancy, and, if my application succeeds, shall pass into the next grade (which reaches a maximum of £127 10s.). This vacancy may never occur, and I might arrive at the age of about 30 at £90 a year.

It is necessary for me to live in lodgings

now, on my £50. And I am congratulated on being so fortunate as to have entered the county council offices!

I wish I could look forward to the prospect of £156 a year at 25.

"ANOTHER JUNIOR."

## Local Action the Best

While "Little Me" and "West Midlander" have every reason to feel dissatisfied we too, in the South, have examples which would not compare even with theirs.

An officer of this branch, aged 25 and married, was, until a few months ago, in receipt of a salary of £114 a year as accounts clerk. Upon application to the council this was increased to the princely sum of £130. However, the branch had been negotiating for better salaries and service conditions, and, after prolonged discussions the lower grades were reconsidered, with the result that they will now operate on the salary for age basis whereby an officer will receive a minimum of £182 at 27. Whilst I am not prepared to agree that this is a fair salary, it is certainly a step in the right direction, and the officer mentioned will thus reap some benefit.

I can assure "West Midlander" that the best "Whitley council machinery" is local action, as strong and immediate as possible. We in the South have been waiting and watching patiently for one of those wonderful Whitley councils which members of the N.E.C. tell us are operating successfully in Lancashire and Cheshire and elsewhere, but with little result, and I would advise "West Midlander" to get his branch to approach the council on the lines adopted by our branch rather than wait—with a grey beard—for Whitley councils which appear Utopian apparently only on paper and not in practice.

B.C.O.G.

Reading.

## High Qualifications but Poor Pay

I am confronted with similar difficulties and prospects to "Little Me." Aged 25, I get the magnificent remuneration of £150 a year, and, together with my fellow officials, am told to "swot," having to pay my own fees and expenses. I contrast my lot with that of two friends, one a traveller, aged 23, with no qualifications other than a secondary education, earning over £3 a week and commission, the other an unskilled labourer earning over £2 per week and aged 18. Neither has to study, but has 100 per cent spare time when off duty. It seems that L.G.O.s are expected to have the highest educational attainments, are paid some of the poorest salaries, and bear the brunt of public wrath on the issue of the demand notes (not their fault) whilst their employers get any praise which may be due to the officers' brains and sleepless nights.

When will N.A.L.G.O. exert its influence so that a junior may look forward with hope to the future and an income by which he can support himself independently at 21?

"PRO BONO JUNIOR."

## When Marriage Would Save Money

In considering the call for greater representation upon N.A.L.G.O. local committees for the junior ranks of the Association, I would suggest that, in county branches at least, where journeys of some distance are often entailed, junior



members must often be prevented from accepting nomination because of the expense of attendance.

Regarding the struggle of those members who wish to marry and cannot, because their salaries would not support two people, there are, without doubt, many, like myself, whose income if increased by only half that of the girl they wish to marry, would comfortably support both, with benefits to themselves, to a State asking for more children, and to the future occupier of the girl's post.

LINCOLN.

## PLANNING EVACUATION A Burden on the Officer?

Recently a number of local authorities were requested by the Ministry of Health to prepare a Register of Accommodation available for the evacuation of refugees from dangerous areas in time of war.

The circular letter conveying the request suggests that the work of compiling the Register should be carried out with the assistance of and under the direction of the council's own official personnel supplemented by volunteer helpers.

I feel that N.A.L.G.O. should make the strongest possible protest to the Ministry with regard to its action in this matter. My reasons for this suggestion are:

1. The Government has repeatedly stated that the basis of all service in respect of the civilian defence of the country should be voluntary. But as a result of this circular many local government officers are, in fact, compelled to undertake work in connection with the Register. Already most of us are heavily burdened with work in connection with A.R.P. and it does seem unjust that, just because we are local government officers, we should have this additional work thrust upon us. In many cases it can only be undertaken by the sacrifice of most of the few leisure hours left to us.

2. The effect on the minds of some councillors must be realised. It is obvious that to canvass a whole district and compile a Register from the result of the canvass in a period of six weeks will involve a large amount of concentrated effort. If, as a result of personal sacrifices by its officials, a district completes its Register in the prescribed time without apparent dislocation of the normal routine work of its departments, then on the next application for an increase in staff we shall hear such remarks as: "What! Department X wants another junior clerk? Why, only last February they did all the work of compiling the Register of Accommodation. If they could do that without additional staff I am sure they do not require it now."

We all know that such remarks are absolutely illogical, but they are made, and too often they are sufficient to prevent an increase in staff or the replacement of an officer who has resigned, and the consequent detriment of all the other members of the department concerned, and to the local government Service as a whole.

NORMAN F. E. BROWNING.

Rating and Valuation Officer,  
Sheppey R.D.C.

## THE GRADING SCHEME Principles—and Practice

Without entering into any criticism of rhyme or metre, I feel that H.A.L.'s effusion on The (Up) Grading Scheme needs

correcting on two points of fact. Friend H.A.L. says:

*"The Whitley Council then applied  
For lists of tasks to be supplied.  
Young Grey, with unaccustomed zest,  
Sent in his list with all the rest—"*

Like Hal he did! The report on Mr. Grey's duties and capabilities was drawn up in an atmosphere of "private and confidential" by his departmental head. In normal Whitley procedure the individual officer knows no concrete facts until (after æons of negotiation) he finds the grade to which he has been allocated by consulting the full printed grading scheme for his authority, which is issued after acceptance by such authority. If Mr. Grey is not satisfied with his grading, then is the time for him to produce his "list of tasks" so that N.A.L.G.O. may handle his protest as efficiently as possible.

*"Friend Grey, to his delight, was moved  
Into a higher altitude."*

*"His wage was doubled on the spot—"*

The answer to that is just a rude noise. Consider the case of Mr. White. His salary before the grading scheme was adopted was a maximum of £260, his length of service in his particular post was seven years, his post a responsible one. His new grading was £320 to £350, not an unfair grade. In fact, if Mr. White had forthwith begun to draw his £320 p.a. everything in the garden would have been lovely. But no; Mr. White was not the only one entitled to a large increase; to put these officers on to the grade to which they were allocated would render the initial cost of the scheme prohibitive. Therefore it is a decision of Whitleyism that in such cases the officer must climb gradually through any intermediate grades before starting on the minimum of his appropriate grade. Therefore Mr. White finds himself in this position: for seven years he has been doing for £260 a job which it is agreed would be fairly paid at £320—£350, but, lest his sudden affluence should rush to his head, he must climb gradually for a further four years to his minimum of £320 and a further two years to his maximum. Again, if his post were to be filled by a newly appointed officer to-morrow, the newcomer would get immediately £50 a year more than the seasoned officer. When Mr. White dares to grumble, he is asked if he is never satisfied. He is grateful for a great improvement, still—

"ANOTHER LIBRARIAN."

## AN "AT RANDOM" STORY Was it "Out of Place"?

I consider the paragraph relating to the treatment of the Jews in Germany, on page 12 of the January number, to be quite out of place. Most of the stories on that page are light hearted and funny. This one may have been meant to be similar: if so, I think the person responsible for its inclusion ought to be relieved of further connection with that page. The standard of the magazine would regain some of its lost prestige by the inclusion of an apology in the February number.

J. A. BAUCHER.

Bebington.

*Whilst we cannot apologise for what we do not regard as an offence, we gladly give expression to Mr. Baucher's views. The purpose of the "At Random" page is not only to give readers something to laugh about, but something to think about as well.*

**Wolsey Hall  
Oxford**

FOUNDED



IN 1894

**POSTAL TUITION**

for London University

## MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a University Degree.

Also for London University

**B.A. B.Sc.Econ.  
B.Com. LL.B.**

Prospectus Free

on request (mentioning exam.) to the Director  
of Studies, Dept. RH7, Wolsey Hall, Oxford.

**CHAIN LINK FENCING**

Best Belgian, made from galvanized wire of exceptional strength and durability. 3 inch mesh. Price per 25 yard roll

36 in.	42 in.	48 in.	60 in.	72 in.
11/-	12/10	14/8	18/4	22/-

Any quantity carriage paid England and Wales for 1/-

**BEST QUALITY CHESTNUT FENCING** from 4/- per yd.

**J.T. SMITH & CO., Dept. 40**  
343 WELLS ROAD, BRISTOL

WRITE FOR ILLUSTRATED LIST

## MINSEC —

**100% BEETLE KILLER**

Authorities who are really troubled with beetles, crickets, ants, etc., cannot afford to ignore the claims of MINSEC: it contains no Borax, Plaster of Paris or any bulky ingredient, but it is 100 per cent. EFFECTIVE, and the price is much lower than that of any other first grade insecticide, 100 old, badly infested properties can be absolutely cleared for less than £10. Results guaranteed. Used by hundreds of Municipal Authorities. Generous sample will be sent to Chief Sanitary Inspectors on request. Readers who are troubled with insects in their homes can clear them with one drum, 1s. post free.

**MINSEC CO., Newport, Mon.**

FOR

**COBHAM TRADING CO.**

SEE ADVT. PAGE 73



## SHOULD N.A.L.G.O. SEND FOOD TO SPAIN?

We have received so many letters on the subject of possible help for the women and children of Republican Spain, raised by six Shoreditch members, that it is impossible to print more than a selection of the points made.

### "Let N.A.L.G.O. Give a Lead"

May I reply to the three points made by contributors last month in opposing assistance from N.A.L.G.O. for the Spanish people.

1. *Charity should begin at home, with the Benevolent and Orphan Fund.* Here, I suggest, Mr. Brodie has indicated a remedy for strengthening the finances of that Fund without increasing the calls on members.
2. *The Spanish people would not be so sympathetic towards us in similar circumstances.* But Christ's life and philosophy show that we should help all in distress without considering what they might or might not have done for us.
3. *Our unemployed come first.* Certainly they do. But they are in the care of a government which can afford to pay 10s. 6d. a week for billeting an evacuated child whilst its parents are expected to keep it for 2s. 6d. a week (Means Test). Surely, the position of refugees under a government that is compelled to direct all its resources to the futile barbarity of war deserves some sympathy from a nation that can afford to spend about £1,000,000 a day on armament.

Now for a positive proposal. I suggest that N.A.L.G.O. appoint from its ranks an International Public Relations Officer with a 6 or 12 months' commission to visit the national and local administrators of the European countries, discuss the common vexed questions of our time, and report to the Association.

Of what use is all our meticulous municipal organisation if it be destroyed in a night? Let N.A.L.G.O. give a lead to public opinion for the progressive and peaceful well-being of all municipalities throughout the world.

H. H. PALLETT.

Nuneaton.

### The Fight For Freedom

Mr. Harman and Mr. Evans seem to stress the fact that the distressed areas ought to receive our financial aid. Do they honestly suggest that we should be making direct contributions towards the keep of the unfortunate unemployed of these areas? What of the responsibility of the State, which has, up to the present, refused to tackle the problem seriously?

The Spanish people are fighting our battle for freedom, and, as one of the last bastions of democracy in Europe, should receive the wholehearted help of all true democrats. A world commonwealth should be our aim.

Democracy, to preserve itself, must be militant, and if we in this country are to preserve our rights and liberties as free citizens we must show our faith in democracy in a practical manner. To say that we had no hand in starting the Spanish war is just another "argument" for starving the Spanish people.

Fundamentally, the problems of the

distressed areas, the refugees (towards the relief of whom the N.E.C. has contributed 100 guineas), and the struggle of the Spanish and all subject peoples are one and the same, and the sooner we realise it the better.

Have your correspondents considered what a Fascist victory in Spain will mean? As the result of starving the Spanish people now, in a future conflict our own people will be more easily starved, for we shall by then have lost control of a most vital trade route.

A. V. G.

Bexleyheath.

### Make Local Collections

N.A.L.G.O., as a bulwark of democracy, and with its reputation for benevolence, can surely not stand aside and see helpless women and children starve. Its policy is to stand aloof from politics, but this is not merely a question of politics. If the Association feels it can take no action as a body, it is up to progressive-minded democrats to organise locally and do what they can to aid the Spanish people. We ourselves have already organised weekly collections among our colleagues for this object.

J. S. COVENTRY, H. EAGLESHAM,  
WM. F. MOFFAT, J. GALBRAITH,  
M. BURNS, JOHN MUIR.  
Glasgow.

### A N.A.L.G.O. Ambulance?

May I draw the attention of your members to the work of my committee.

Soon after the commencement of the war a group of doctors decided to send a consignment of medical supplies and an ambulance to help suffering in Spain, where hospitals and medical services generally were far behind the rest of Europe. Public sympathy responded so well that this original convoy has grown to the extent of 89 ambulances and other vehicles, including mobile surgical vans, X-ray apparatus, hospital equipment, medical supplies, and food, to the value of £65,000, all of which has been raised by voluntary subscription from people whose sympathies have been aroused by the spectacle of a heroic struggle by the Spanish people to preserve their democratic rights and liberties.

Other associations have sponsored schemes for sending to Spain ambulances, expensive instruments, hospital equipment, etc., in their name, and bearing inscriptions to that effect. May I suggest that the sympathy of large numbers of your members might be co-ordinated under such a scheme in order that some practical expression of their feelings might be made. May I further suggest that if an ambulance or lorry filled with food were to be sponsored by N.A.L.G.O., a representative of your Association should accompany it to Spain, hand it over to the Spanish

authorities, and bring back a report of what he has seen.

GEORGE JEGER.

Organising Secretary.

Spanish Medical Aid Committee,  
24, New Oxford Street, W.C.1.

### A Voluntary National Fund?

On humanitarian grounds alone N.A.L.G.O. cannot stand by and see the helpless women and children of Spain starve and die. Since some members may object to contributing, I suggest the launching by the N.E.C. of a voluntary scheme to collect money for food for to Spain. Pontefract Branch. E. A. SENIOR.

### Branch Collections Urged

We appeal to branches to organise weekly or monthly collections, officially where possible, and we would also appeal to the N.E.C. and the district committees, for their approval of such collections.

FIFTY MEMBERS OF ST. PANCRAS  
BRANCH.

### Manchester's Example

We in Manchester branch are helping to fill a foodship for Spain; we are also asking the N.E.C. to set up a national fund, so that local government officers throughout the country may have the chance to contribute regularly to the maintenance of the helpless people of Spain. I shall be pleased to hear from branches and individuals who will co-operate unofficially in the formation of a fund, should the N.E.C. not elect to move in the matter.

J. FLANAGAN.

Gas Dept., Town Hall, Manchester.

Other letters supporting a move by N.A.L.G.O. members to help the Spanish people have been received from E. D. Fair (Swansea), G. Hawkins (Gillingham), T. F. Hutt (West Ham), "Seven Members of Kensington Branch," G. King (Epsom), "Monkton," W. M. Moncrieff (Glasgow), C. W. Pugmire (Richmond), G. L. Rider (Acton), and W. F. Shepherd (Brighton).

### THE OTHER SIDE

#### "Would Prolong the War"

I wish to protest very strongly that N.A.L.G.O. should associate itself with a movement which, irrespective of its motives, will prolong a war and favour a regime which is illegal in origin and undemocratic in administration.

Liverpool.

H. G. BROTHERS.

#### "Rest On Our Laurels"

I personally would be very annoyed if N.A.L.G.O. money went to Spain, especially so as our own Benevolent and Orphan Fund has a deficit. Surely this country can rest for a while on its laurels, having sent thousands of pounds to Spain, while practically ignoring the poverty at home.

39, Eastern Avenue,  
Southend-on-Sea.

E. HARVEY.



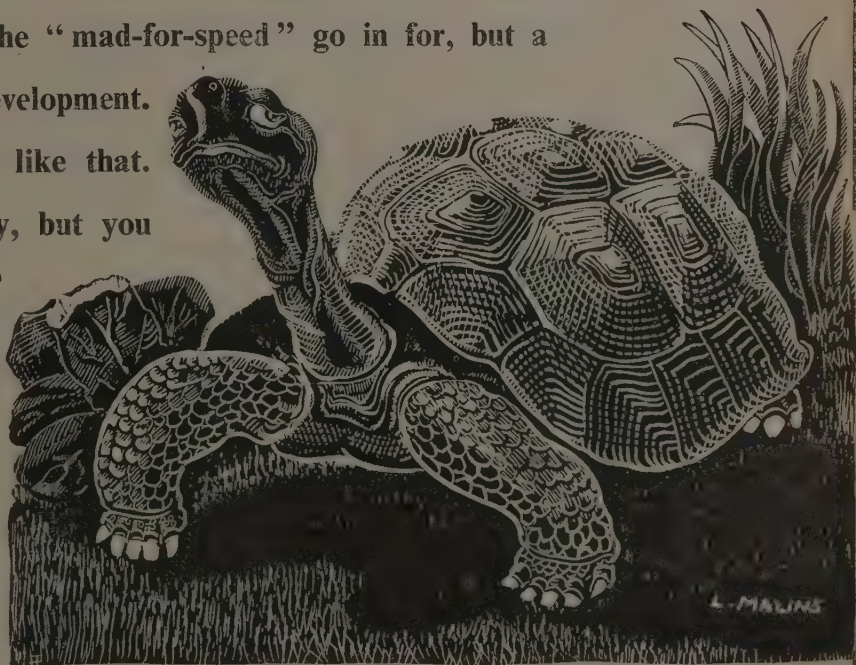
## “So I’m Slow, eh?”

Well, let me tell YOU something. I know we all need some place to retire into when the world outside gets too much for us. That’s why I carry my bungalow around with me. It doesn’t belong to anyone else. No, sir, it’s all my own.

You need a house of your own, too. You’ll find—as I have—that it’s an idea that grows on you.

I may be slow but I’m all for Progress. I don’t mean the sort of progress the “mad-for-speed” go in for, but a steady well-ordered development.

Getting a house is like that. You take things easy, but you don’t waste anything.”



It’s like that with the Nalgo Building Society, anyway. The Society was designed by your colleagues to help you surmount the obstacles in the way of house-purchase.

Why not get details of the generous advances at lowest possible terms from your branch correspondent or

**NALGO BUILDING SOCIETY**

24, Abingdon Street, Westminster, S.W.1



### Better Muddles Wanted

The London Borough Councils are quite right to tackle the Government over the present A.R.P. muddle, as they propose. It's time we had another.—*Timothy Shy in "News Chronicle."*

### Civic Rivalry

Two worthies were boasting about their native towns. "Our Provost wears a chain," declared one impressively. "We dinna hae to keep oors on a chain," retorted the other. "We let him gang loose!"—*Edinburgh Dispatch.*

### Officials

The *Daily Mail* for December 13 last must have been a very heavy breakfast shock for the Lord Chief Justice, the great anti-bureaucrat. One person in every fifty is an official! In 1914 the Civil Service cost ninety-three millions; in 1938 five hundred millions. At this rate of progress, years hence the nation will be all officials. What happens when more officials are needed than the whole population can supply?—*Law Notes.*

### Dustman 1939

The Bristowe van looked spick and span New-painted, clean and neat. Said I, "Here comes the ice-cream man, I'll give myself a treat."

But things aren't always what they seem, And I was out of luck, The man said, "This is not ice-cream, It's Corporation muck!" From "Bradford Argus."

### "City Council Go Gay!"

the committee and applicants wait in consultation for about 40 minutes,



and the committee were nearly another half hour in coming to their decision."—*Leeds Newspaper.*

### Jumping to Conclusions

The Parks committee, accompanied by the mayor, were visiting a piece of land to be included in the existing park. "What are most up-to-date public parks bounded by these days?" asked the mayor. "Kangaroos," was the reply.

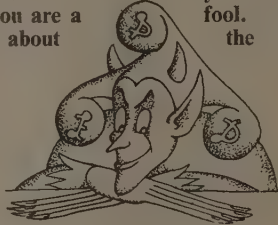
### Better Without

"Look here," said the disgruntled visitor bursting into the Editor's office, "I want to see you about this paragraph announcing my resignation from the town council." "What about it," retorted the editor. "It's quite true, isn't it?" "Oh, it's true enough," admitted the caller, "but I should like you to explain why you've printed it under 'Public Improvements.'"

## AT RANDOM

By "HYPERION"

If you don't spend money, you are a grouch. If you spend it, you are a loafer. If you get it, you are a grafter. If you can't get it, you are a fool. And just about the time



when you are making both ends meet, somebody moves the ends.

*McDonough County Times.*

### Pieces from the Papers

"Mrs. Chamberlain was told that the members of the Burrington (Somerset) Women's Institute were anxious to make a patchwork quilt from shirts belonging to Cabinet Ministers."

### Discipline

A young R.A.F. man sat before the dock in Southampton Police Court recently. He was there to answer a motoring summons.

A new witness was to be called. Prosecuting counsel called out in a sharp voice: "Neal!"

The R.A.F. man responded by jumping smartly to his feet and going down on his knees before the astonished magistrates.

### Epitaph on a War Profiteer

Here lies the profiteer Kartensfelstein, Called latterly Fitzwarren. There is some corner of an English field That is for ever foreign.

### Overheard

"Suppose we let bygones be bygones." "Nonsense. I'm much too busy."

### Our Scientists

Electricity in the blood cells of a fully grown man would light a twenty-five-watt lamp for five minutes.

*Popular Science Monthly.*

So what?

### Bust

"A secretary is required. Must be bust 36-37, full and of good appearance.



Salary between £125-£195 according to qualifications.

Adv. Just one question—is the bust a qualification?

### The Modern Army!

A man got separated from his company and went up to a man (who happened to be the colonel) and said: "Eh, up, lad, has tha seen anything of 'B' Company?"

The colonel replied: "Do you know whom you are speaking to?" "A've never seen thee before," was the answer.

"Well, I am the colonel. What is your name?"

"Brown."

"How long have you been in the Army?"

"A few days."

"What is your rank?"

"Private."

"Well, above you is a lance-corporal, then a corporal, then a sergeant, sergeant-major, regimental sergeant-major, second lieutenant, lieutenant, captain, major, and then the colonel. Do you understand?"

"Aye, I understand, but tha still hasn't telled me if tha's seen owt o' 'B' Company."

### You're Telling Us!

Human note from spring catalogue of office furniture:

Soft Sponge Rubber Chair Cushions.

Executive size—5/-.

Stenographer's size—3/6.

### ENGLAND WEEK BY WEEK.

Fashionable ladies.—Why not have your little dog tinted to match your dress for special occasions? Lady



has discovered process guaranteed harmless to the most delicate animals. Prettiest pastel shades imaginable.—*Advertisement.*

### Woman at Work

In the phone room:

"Is that you, dearest?"

"Yes. Who are you?"

### Man at Work

(Dictation heard in Room 4.)

"Sir, my typist being a lady cannot take down what I think of you—I being a gentleman cannot even think it, but you being neither, can easily read my thoughts."

That's all, cherub.

O.K. sweet.

### Civil Service in "the Good Old Days"

"Without apology I quote a snatch of conversation between a one-time financial secretary of the Treasury and the Lord Melbourne of the day. Said the financial secretary: "You know, Lord Melbourne, I don't mind admitting that if I had two men for an appointment, one a complete stranger and one the son of an old friend or relation, I should *ceteris paribus* (other things being equal) give it to the son of the old friend or relation." And the Lord Melbourne replied: "So should I, but *ceteris paribus* be damned!"



## Scottish Story

A Scottish minister was asked to pray for rain, and his prayer was followed by such a downfall that the crops were injured. During the storm one old farmer said to another:

"This comes o' trusting sic a request to a meenister wha is'na acquainted wi' agriculture."

## Awful Awakening of Patricia, Fisher-Girl

Patricia was a fisher-girl,  
Impetuous and frank.

A hearty young Britisher girl,  
Engaged to Jack—who drank.

She thought him liverish; a girl  
On such-like points may err.

But when Jack met the fisher-girl  
(As swish as you could wish a girl)

And thickly said: "Ish thish a girl?"

That was enough for her.

\* \* \*

## England of the Restoration

Living thus, they drank deep. Roger North, entertaining the Mayor and Aldermen of Banbury at his brother's house, Wroxton, so plied them—sitting, standing, and walking—that they spent the night in ditches homeward bound, while he himself retired "like a wounded deer to a



shady, moist place," and there lay down and "evaporated four or five hours."—  
From "King Charles. II" by Arthur Bryant.

## A.R.P.

"Lectures to air-raid wardens" issued by Kensington authorities contain this pleasant note on chemical detectors:

"One form consists of a special paint which turns red on coming in contact with mustard liquid and may be painted on the boots and helmets of wardens, the tops of pillar-boxes and Belisha beacons, etc."

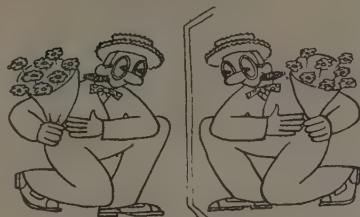
Italics, as the old saw has it, mine.

William Hickey.

## The Modern Newspaper

A newspaper is a mixed bag of tricks, providing sufficient material to occupy the whole of the average man's daily leisure. It performs the advisory functions of the dressmaker, doctor, psycho-analyst, humorist, clergyman, governess, moralist, historian, salesman, beggar, philanthropist, critic, cook, gardener, chauffeur, tipster, solicitor, stockbroker, mother, father, guide, philosopher, and friend. It provides a schoolroom nursery for the children and a gambling saloon for the grown-ups. It even provides for your family when you are dead. The modern daily newspaper is a kind of Universal Uncle, whose ministrations have made an incalculable difference to the daily life of the individual.

—From "Society Racket" by Patrick Balfour.

I AM THE CORPORAL  
OF MY SOUL

Life's askew  
In most regards,  
But I can do  
Tricks with cards.

Men succumb  
To ennui.

Fleas bite some,  
But not me.

Songs are stilled,  
Teeth decay;  
Mine were filled  
Yesterday.

'Mid the giggle  
Of the spheres  
I can wiggle

Both my ears.

Doom may smite,  
Fortune flee;  
I'm all right,  
I've me.

—Morris Bishop in "The New Yorker."

## Out of the Wood

I am told a story inspired by the German method of producing material for suits out of cellulose.

A family were listening to a gramophone record of one of the Fuehrer's speeches when they heard a curious tapping noise.

"Goodness," says the mother. "Has the gramophone gone wrong again?"

"Hush," says the father, "it is only the woodpecker in my winter coat."

## Suburban Statistic

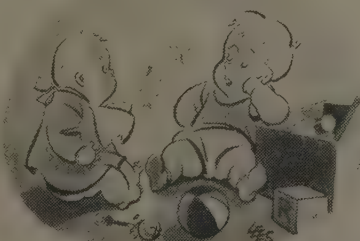
"It was either last week or the week before . . . at any rate, it was just three maids ago . . ."

## Answers to Correspondents

Question: When I dig I hold the spade handle with my right hand, my left half-way down the shaft, and use my left foot to press the spade down, the spade being on the right side of my body. Would you call that right or left-handed? H. J. F.

Answer: I quite agree with you.—  
"The Listener."

Who wouldn't?



"Of course, You wouldn't remember  
the Crisis"

By courtesy of "Lilliput."

## Science from Yorkshire

"Tides are caused by t' joggling of t' earth as it turns on t' axis."—"As I Remember," by E. E. Kellett.

## Eheu fugaces!

"I'm getting old."

"Nonsense!"

"Yes; I used to wish something would happen, now I hope it won't!"

## Conscience Defined

The human conscience is that part of the psychic that is soluble in alcohol.—  
Dr. Benjamin Tilton.

## Local Government Post-Bag

(With best thanks to the senders of the letters!)

Dear Sir I am righting on Behath of my Dorter oo is ill in Bed and my self who as gust got of my ill nes i am sufering from a weke art they are gumping and Banging & Moving things about Till I & 2 O K in morning I have told them & thay only lafe at me the was none of this when Mr. Barker was hear there was Complais made from them Before but but there was no notes taking the Doctor as told me to make A Complait abut it as the is



no ses in it hoping that you will tak notes yours Truly.

P.S. Have you got a little place to let on the Council to keep two or three pigs and poultry?

"I do not know whether you are aware that a house up — Street, No. 104, is keeping an abusive, aiding and abetting house, and I think it is about time that the Council should look into things."

## Epitaphs

In Memory of Anna Hopewell

Here lies the body of our Anna

Done to death by a banana

It wasn't the fruit that laid her low

But the skin of the thing that made her go.

Enosburg, Vermont.

## IN MEMORY OF PETER DANIELS

Born August 7, 1688. Died May 20, 1746.

Beneath this stone, a lump of clay,

Lies Uncle Peter Daniels,

Who too early in the month of May

Took off his winter flannels.

Medway, Mass.

Here lies the body of Susan Lowder  
Who burst while drinking Seidlitz Powder  
Called from this world to her Heavenly rest  
She should have waited till it effervesced

Burlington, Mass.

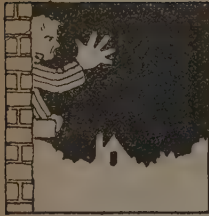
SACRED TO THE MEMORY OF  
JARED BATES

Who died August the 6th, 1800.

His widow, aged 24, lives at 7 Elm Street,  
Has every qualification for a good wife,  
And yearns to be comforted.

Lincoln, Maine.





## FROM MY BOOKSHELF

By Jonas Praps



### Far and Near

**A**N intimate account of China's changed conditions is given in "*Brave New China*," by Lady Hosie (Hodder & Stoughton, 12s. 6d.). The author has known China from childhood. She pictures the changes in towns and villages, roads and means of travel. Lady Hosie travelled extensively and had many opportunities of obtaining first-hand information of modern conditions in China and of the new spirit engendered by the need for unity in opposing the Japanese invasion. She has much to tell us of China's strong-man, Chiang Kai-Shek, and it is impossible for her to disguise her sympathy for the country and its people in their struggle for a nationality.

Karel Capek, in "*Travels in the North*" (G. Allen, 7s. 6d.), makes a sort of sentimental journey through Denmark, Norway, and Sweden—mainly Norway. He philosophises about the places he visits, the quaint vessels and vehicles used in transit, and the odd people he meets. These pen-pictures are illustrated with quaint drawings of villages and quays, but there is nothing more exciting than a wetting through an open port hole. Capek has a style of his own—a pity his recent death in the prime of life cut short the prospect of its development.

If it be true that to find out what a person is like one must live with him, it seems to be doubly true of such tribes as Bedouin Arabs and even then there is much that is enigmatical. Major C. S. Jarvice in "*Desert and Delta*" (Murray, 10s. 6d.), tells of his accumulated experience with Arabs during a lengthy period of service as an Administrator for the Egyptian Government and as Governor of Sinai. His personal travel experiences are well told, as well as his dealings with bandits and shady characters, and his official record is not without criticism of British methods.

Recently I have been amazed at the endurance of man in company of others. For example, that marvellous novel "*North-West Passage*," by Kenneth Roberts, and the amazing fortitude displayed by Rogers' Rangers. But in "*Alone*," by Rear-Admiral Byrd (Putnam, 7s. 6d.), one realises what fortitude is needed to spend five months alone at an observation outpost in the Antarctic. It is true the author could be in wireless touch with the world, but his experiences are so personal he hesitated before giving them publicity. They are told in diary form.

### Then and Now

Life in England in Elizabethan times is faithfully and frankly portrayed in "*Garland of Bays*" (Gollancz, 10s. 6d.). In this novel, Gwyn Jones tells the story of the life of Robert Greene, poet and dramatist. Greene, constantly censuring himself for his debauchery and licentious-

ness, ever holds himself up as an awful example and warning to others. Forsaking his wife he followed a fast and shady existence in London in company with other dramatists, spent money faster than he earned it, and resorted to underhand and even illegal methods of getting more. He died in poverty, his last communication an appeal to his wife to pay a debt.

The political life of modern England in the last twenty years is outlined in "*The Tragedy of Ramsay Macdonald*," by L. MacNeil Weir (Secker, 15s.). It deals with Macdonald's rise to political power, the formation and activities of the first Labour government, of his separation from the Labour party and his association with the National Government. It is an exceedingly critical and outspoken document illustrated with cartoons.

### Gentlemen

It is unfortunate for the world that our modern dictators cannot frame their conduct on the principles enunciated by Esme Wingfield-Stratford in "*The Making of a Gentleman*" (Williams & N., 8s. 6d.). Here are one or two points they might note: "the most difficult point to grasp is that the addition of gentleness to strength has the effect of rendering that strength incomparably stronger," and "we have only to delve deep enough beneath the surface of the conscious mind to find on what insecure foundations strength without gentleness is built." The book is an excellent study of the development of the meaning of the term "gentleman" and its implications in the best sense. Studies of historic figures and classic fiction-characters form the chief basis of his argument.

## WHAT'S "ON" AT YOUR CINEMA?

### Best February Releases

If *I Were King*, Paramount, is certain to please nine out of every ten. For a jest, Louis XI makes a beggarly poet (Ronald Colman) change his rags for the dignity of a Grand Constable. Basil Rathbone as the king has never been a better villain. Few others have either.

*Marie Antoinette*, M.-G.-M., is interpreted by Norma Shearer, if without accuracy, not without effect. It catches the atmosphere of those long dead days with remarkable faithfulness. Her youth, her marriage, her love affairs, the Revolution, and after—are all there.

*There Goes My Heart*, United Artists. Just another romantic comedy with a newspaper reporter and a girl who "wants to know how the other half lives." Need more be said? Nothing—except that it is certainly brighter than usual; with Fredric March and Virginia Bruce.

*Yellow Sands*, Associated British, is the screen adaptation of the popular Philipotts play. Old Jennifer has four thousand pounds and a circle of hovering relatives. How is she to make her will? *Marie Tempest* is not quite at home as an old country woman.

*Boy's Town*, M.-G.-M.—Those who like Spencer Tracy and Mickey Rooney together—how could one do otherwise?—will find something to chew upon in this drama based on a great social problem, Environment. A young priest becomes convinced that there is no such thing as a "bad boy" and tries to prove his theory, although Mickey puts him in doubt once or twice. Scenes of self-government and community life in Boy's Town are especially interesting.

*I am the Law*, Columbia, for those to whom gangsters, racketeers and policemen have a special appeal. Others might think they had seen it before somewhere. Edward G. Robinson is more human than the customary screen "double-crossing yellow darg."



"Want any help to-day, Miss?"

"No, it's only a one-man job."





## VERY SPECIAL TERMS

for a very special reason

How is it that I am able to offer readers of this paper the convenience of six months to pay for a suit and yet charge you only a nominal 6d. in the pound more than the cash price?

There is a very special reason, of course, for these very special terms

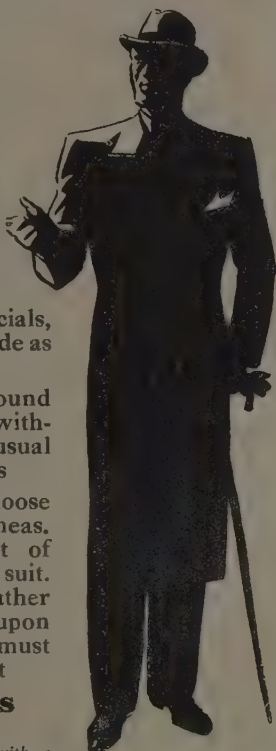
Men in responsible positions—Public Officials—Civil Servants—Bank Officials, etc., are known in the trade as 'safe risks'

Therefore, it is perfectly sound finance to extend credit without charging the tailor's usual interest to cover bad debts

Drop in and see me. Choose your suit from 4 guineas. You'll find I take a lot of pains to turn out a good suit. Perhaps you'll find me rather fussy. But I pride myself upon being a craftsman and you must allow a little temperament

**Suits from 4 gns**  
(or 15/- a month)

I offer credit to Public Officials with a nominal 2½% extra for clerical expenses, provided they mention this paper when ordering. All prices marked in plain figures.



**GEORGE  
DOLAND**

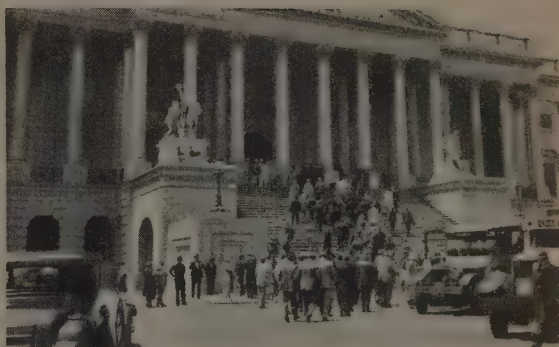
7 Whitehall SW1 & 143-5 Victoria Street SW1

Branches at Balham, Bromley, Cheapside, Clapham, Cricklewood, Ealing, Holborn, Horsham, Putney, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE 15-17 Ludgate Hill



Starts



**NALGO AMERICAN TOUR 1939**

## VISIT AMERICA

**AND STUDY ITS  
GREATEST CITIES**

This tour is to be arranged on similar lines to that in 1937 when a party of English local government officers touring Canada were conducted round municipal centres, accorded civic receptions and shown the working of Canadian local administration.

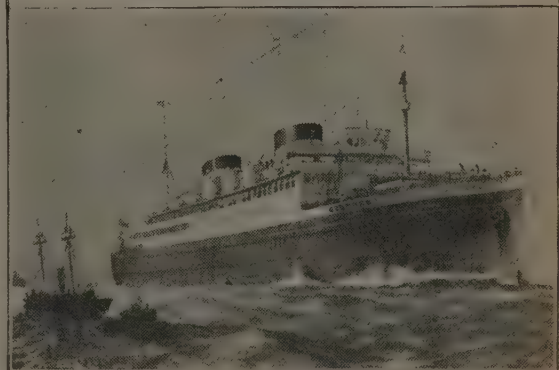
**BOSTON                      WASHINGTON**  
**PHILADELPHIA          RICHMOND**  
**ATLANTIC CITY          NEW YORK**

Leaving Liverpool on July 29 in SAMARIA (20,000 tons) returning to Southampton on August 27 in BRITANNIC (28,000 tons)

**Fare 80 Guineas**

inclusive of ocean and rail travel, hotel, meals, sight-seeing, gratuities on land, baggage transfer and so on. Subject to any fluctuation in United States rail fares.

Write for illustrated folder to  
SPECIAL ACTIVITIES DEPARTMENT,  
24, ABINGDON ST., LONDON, S.W.1





## OFFICERS IN THE HONOURS LIST

### AWARDS FOR A.R.P. WORK DURING THE CRISIS

**O**UR comment a year ago on the inadequate recognition accorded to the local government Service in Honours Lists appears to have had some effect, to judge by the New Year Honours. Although the disproportion with the Civil Service still remains, it is less pronounced.

This year 16 local government officers received honours, compared with 70 civil servants. Last year the figures were eight and 92. The improvement is, no doubt, largely a result of the September crisis, which threw a heavy burden on the local government machine and gave it an opportunity of proving its efficiency and revealing the capabilities of its officers.

We warmly congratulate the sixteen officers who received awards. They are:

#### C.B.E.

JOHN HARVEY DAVIES, clerk of Flintshire county council since 1932, and an officer of the council for thirty years.

THOMAS ALFRED WARREN, director of education at Wolverhampton.

#### O.B.E.

ROBERT MANFIELD FINCH, M.Inst.C.E., city engineer and surveyor, Nottingham, who is responsible for air raid precautions in that city.

DR. WILLIAM MOWLL FRAZER, M.Sc., M.D., Ch.B., D.P.H., medical officer of health at Liverpool, who did valuable work in the organisation of medical services during the crisis. Dr. Frazer is a prominent member of the local branch of the N.A.L.G.O., and also honorary secretary to the West Lancashire and Cheshire Smoke Abatement Committees, and Professor of Hygiene at Liverpool University.



Before going to Liverpool he was assistant medical officer at Blackburn and medical officer at Dewsbury and Hull.

WILLIAM ALLAN FORSYTH HEPBURN, M.C., M.A., B.Ed., F.R.S.E., director of education for Ayrshire since 1926.

ROBERT MITCHELL MIDDLETON, town clerk of Lancaster since 1925, and a member of the central advisory committee for training and recruitment of local government officers, set up by the Minister of Health in 1937. He is the fifth town clerk, out of 418 in England, Wales and Northern Ireland, to receive the O.B.E.

MAJOR RICHARD ATKINSON ROBINSON, T.D., A.R.P. officer for Middlesex and chief officer of the public control department since 1908. Maj. Robinson is a keen N.A.L.G.O. member and has more than once represented his colleagues at Conference.

DAVID THOMAS, director of education for Caernarvonshire who is to retire next August after 34 years' service in the county education authority.

#### M.B.E.

ADAM BUCHANAN, public assistance officer for the burgh of Paisley.

WILLIAM LIONEL EVES, F.R.I.B.A., F.S.I., architect to Uxbridge U.D.C., who last October celebrated the fiftieth anniversary of his entry to the local government service at Uxbridge, which he has also served as surveyor and water engineer.

GEORGE EDWARD FAWCETT, executive officer of Leyton juvenile employment committee since 1925. He was president of the National Association of Juvenile Employment and Welfare Officers in 1933-4.

WILLIAM HARRY HARRIS, clerk to the Walton & Weybridge U.D.C.

BERTRAM BARRINGTON JONES, F.I.P.C., M.Inst.P.H. & H., A.R.San.I., director of public cleansing, Manchester, who was responsible for A.R.P. work in that city. He set up the largest anti-gas school in the country for training in all phases of precautionary work. He entered the service in 1899 and was appointed to his present post in 1928, since when the working costs of his department have fallen by £70,000 a year, without loss of standards or discharge of a single workman. He is vice-president of the Manchester Municipal Officers' Guild.

MRS. WINIFRED MARTIN, matron, West Park Hospital, Macclesfield. She recently gave evidence before the inter-departmental committee on nursing services at the Ministry of Health and has travelled extensively abroad studying nursing methods.

SYDNEY JAMES MCVICAR, assistant solicitor to West Riding county council.

HARRY ERNEST WHITING, borough treasurer, Southgate, for 25 years, and honorary secretary of the Incorporated Association of Rating and Valuation Officers for 21 years.

(continued from next column)

appeals for 6d. from every member at Christmas. Burnley asked each member to contribute a fraction of a penny for every pound they earned during the year. The fractions ranged from one-eighth to seven-sixteenths of a penny, and the collection totalled £50. Lindsey made weekly collections, and Southend is considering a scheme for asking the wives of members to put a collecting box on the breakfast table every morning.

Croydon has obtained its members' permission to deduct 3d. from their monthly salaries. This has increased membership of the Fund from 150 to 400.

South Shields made a donation of £20 from branch funds and proposed to double members' subscriptions. Fulham and Newcastle-on-Tyne, asked their members to make twice the usual annual contribution. From Leeds a special presidential appeal—called the "President's List"—was made, and subscriptions totalling £21 were received.

Other efforts included a percentage on savings club profits at Derbyshire; indoor sports competitions at Gloucestershire; a dance at Rawtenstall, which raised £21; a charity ball at Southend, which brought in £17; and a Christmas draw by which Carlisle netted £26.

What can your branch do? If you hit on any bright ideas, let us hear of them.

## RAISING MONEY FOR THE B & O FUND

### What Branches Have Done

**H**OW much can be done to raise funds when members of N.A.L.G.O. put their shoulders to the wheel was demonstrated in a remarkable way during the latter part of 1938, after urgent appeals had been made from headquarters to save the N.A.L.G.O. Benevolent and Orphan Fund from a deficit in the year's finances.

Every conceivable (honest) money-making idea was exploited. Apart from the usual crop of whist drives, dances, dinners, and concerts, a rich harvest was garnered by other less-known "stunts." Mitcham, for instance, held a mock auction and took advantage of the spirit of generosity at the Christmas savings club share-out by having a collecting box handy. Bedford held a Rose Show for which a cup had been presented. Wimbledon held a jumble sale and a trip to a spot in the country, for tea and a ramble, in cars belonging to members.

Derbyshire published a special Christmas number of its branch magazine, normally given free to members, and charged a few pence for it. The county weights and measures department offered to weigh people for one penny on Saturday mornings. Members from Blackburn went carol singing outside the homes of their chief officers. Someone at Paddington made and sold chocolates and other sweets. Newcastle-on-Tyne arranged pot pie suppers, garden parties, and local sweepstakes.

Of the many dances, concerts, and other social functions, the most ambitious and profitable of which we have heard was the annual ball organised by Hammersmith at the Hammersmith Palais de Dance. This raised nearly £130 and has brought £425 to the Fund in four years.

No less ambitious was the Metropolitan District Reunion Concert, held in November at the Queen's Hall, and attended by and President and other prominent officers of the Association. This realised more than £50. Well-known artists, such as Leonard Henry and the Two Leslies, were there, and nearly 2,000 people bought tickets to hear them. Another fine effort in this line was Gillingham's production of "The Constant Nymph," which raised more than £32 in two performances.

Gillingham is producing another play—Somerset Maugham's "The Sacred Flame"—on February 22 and 25. Judging from the reception of their first effort, they will be packed out on both nights.

Warwickshire is to hold on March 31 a County Jubilee Ball. If organised on a large scale the possibilities of such a function—both from the social and financial points of view—are immense, and it is hoped that all county branches will make use of this year's jubilee celebrations in a similar fashion.

Many branches find that most money is raised by frankly stating the work and needs of the Fund and asking members to subscribe a specified sum. A penny-a-week scheme adopted by Salford branch has proved one of the finest examples of the "little-by-little" principle in the country. Since 1925, when the scheme started, £1,459 has been contributed.

Lancashire and Blackburn made special

(continued in preceding column)



# REFLECTIONS ON MODERN LIFE

## AND HOW MODERN ASSURANCE CAN HELP YOU ENJOY IT

### The Coming Generation

If you're a family-man—or even if you are not, now, but will be—maybe you have made up your mind to give your children the best education you can afford. But you must have courage to look even beyond that. Their future should not be left to chance should you die before they can fend for themselves. And there's your wife to think about. She might not find it so easy to go back to the typewriter after a number of years in the home, even if she could get a job. The responsibility of children to maintain and educate would be a load too heavy for her to carry.

You can, now, by means of a Nalگو £1,000 "Family Income" policy, guarantee for your dependents if you die during the next 30 years :

£200 on death ;

£3 a week for the remainder of the 30 years ; and a further £800 at the end of that time.

Whereas if you survive the period you will receive £1,000.

ances which can cover you against every risk. Why not fill in the request slip on this page for more information about the schemes described above ?

### Fight for Existence—1939

We may consider the world a better place with aeroplanes and motor-cars than without them, although air disasters are almost daily news and persons are killed every hour on the roads.

But we must be consistent. If we are willing to face the dangers that this kind of progress brings we should be prepared to make full use of any safeguards which it provides. Insurance against bodily mishap is a necessary precaution of modern life. It is a duty we owe to other people—as well as ourselves.

A scheme has just been started whereby in the event of a life policy-holder dying as a result of an accident—subject to certain limitations—for an additional premium of 2s. 6d. per cent a year, double the sum assured is payable.

Your colleagues, realising the necessity for reliable and inexpensive insurances for Local Government Officers, established the N.A.L.G.O. insur-

### What to do about Old Age

Older folk, as they near the age when retirement is in sight, face an inevitable reorganisation in their lives. Two problems confront them. Work will cease—so new occupations must be found. Salary will cease—so some other income must be found. Both are essential, the one to keep the mind suitably occupied, the other to make this possible in the most pleasant way.

That is where systematic saving comes into its own ; by providing additional income by which on retirement life's desires may be fulfilled.

For instance, a young man of 24, by saving 11s. 9d. a month—a little over 2s. 6d. per week—can secure £300 when he is 65. In addition, he is entitled to a share in the profits of the Nalگو Life Fund, and if bonuses are maintained at their present level, a further £240 will be due to him, making a total of £540. During the whole term he pays only £282, and his outlay will most likely be further reduced by rebates of Income Tax.

N.A.L.G.O. Life Department, 24, Abingdon Street, S.W.1

Please supply me with particulars regarding, ACCIDENT, WHOLE LIFE, ENDOWMENT, FAMILY INCOME Assurances

Name.....

Address.....

..... (Age next Birthday) .....

# The ANSWER—NALGO ASSURANCES



# HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. Telephone: WHITEhall 9351.

Telegrams: Natassoc, Parl., London.

## The Officer and National Service.

Two circulars on National Service were circulated to branch secretaries last month.

The first (7/GEN/39) advised branches to take the initiative in approaching local authorities, offering their co-operation and endeavouring themselves to organise the talents and resources of their members and to co-ordinate them with the needs of the authority.

The second enclosed three Government circulars sent to local authorities, dealing with the enrolment of volunteers under the National Service campaign, the Government evacuation scheme, and for nursing services. It advised branches to consider applying for representation on local National Service committees.

## Rights of Transferred Officers

Another (5/ORG/39) enclosed a copy of a letter dealing with the Local Government and Civil Service (Superannuation) Rules, 1936, with a request that it should be placed before the clerk of the council, if the authority had not already requested that the rules should apply to it.

These rules were designed to facilitate interchangeability between the civil and local government services and to safeguard superannuation rights. Under them an officer or servant to whom they apply receives two pensions—one for his local and another for his civil service.

It is desirable that all authorities should make application—under Article 3 of the rules—for the rules to apply to them.

## Nurse an Officer—not a Servant

A third (9/LEGAL/39) pointed out that: There was no definition in the Local Government Superannuation Act, 1937, of the expression "female nurse," for whom under that Act an earlier age of retirement was provided, and the law and parliamentary committee of the Association had, in fact, expressed the opinion that it was not advisable to obtain a definition;

If a matron, assistant matron, or a sister-in-charge desired to be regarded as a female nurse for the purpose of the Act, and received no indication in the notification issued under the Local Government Superannuation (Administration) Regulation, 1938, that she was to be so regarded, she should ask her authority to notify her to that effect;

If the authority refused to do this, she should communicate with the Association—through the branch secretary—for the purpose of an appeal to the Minister of Health on the grounds that she should be regarded as a female nurse because she was a state registered nurse or because the nature of the duties was such that at any time she might be required for nursing sick people;

If any trained or probationer nurse was classified as a "servant" in the notification issued under the regulations, she should approach the Association with a view to an appeal being made. From a recent decision of the Minister, reported last month on page 38 of LOCAL GOVERNMENT SERVICE, it appeared that nurses were to be regarded as "officers."

## Other circulars were:

### December 21

124/NPS/38 (To Provident Society correspondents) stated that, as from January 1, 1939, management fees would not be payable by the wives (or husbands) of members of the hospital and nursing-home scheme.

### January 4

1/GEN/39 (To district committee and branch secretaries) asked for the names and addresses of representatives to Conference, and enclosed: Form C1 to be completed in that connection; and

A list of hotels and boarding houses at Torquay.  
2/NPS/39 (To branch secretaries and Provident Society correspondents) announced the inauguration of a sickness insurance and simple endowment scheme for women members, and enclosed a letter for circulation with a view to testing the demand for such a scheme.

3/ORG/39 (To branch secretaries) enclosed forms for recording changes in branch membership between the date when the last return was made, and January 31, 1939.

4/ORG/39 (To branch secretaries) drew attention to the favourable benefits offered to municipal midwives under the Association's legal defence scheme, and enclosed a revised form of application for membership of the scheme.

6/PR/39 (To branch secretaries) enclosed a commentary on those sound films on the N.A.L.G.O. list especially suitable for N.A.L.G.O. audiences, together with a few suggested programmes.

8/SA/39 enclosed (a) booking forms for Croyde Bay and Cayton Bay holiday centres and Cefny-Mynach Private Hotel, and (b) illustrated folder concerning the Tour to American cities in August; Asked for the return of all unsold 1939 diaries;

10/ORG/39 (To branch secretaries) suggested that the branch should approach the local authority to issue a printed statement of the service conditions of the staff, if it had not already been done. Model regulations were enclosed.

11/B & O/39 (To branch secretaries) dealt with various administrative matters.

12/GEN/39 (To district committee and branch secretaries) gave the timetable for the 1939 Conference.

### January 16

A circular was sent to Approved Society correspondents dealing with the payment of additional benefits.

## IMPORTANT DATES

February 28.—Branches to remit all monies due to Headquarters.

March 1.—Last day for receipt of entries for N.A.L.G.O. Examinations in May.

## TORQUAY CONFERENCE

### Dates to Remember

March 1.—Return of names and addresses of representatives to Conference (Form C.1.), nominations for election to the National Executive Council (Form EL.1.), motions for Conference, and invitations for venue of Conference in 1940, all to reach headquarters by 5 p.m.

April 1.—Journal will contain Conference agenda.

Report of the National Executive Council to be issued to representatives with agenda.  
April 15.—Amendments to annual report and motions in Conference agenda to be received by 5 p.m.

Voting papers for N.E.C. to be in hands of branch secretaries.

April 22.—Voting papers for N.E.C. to be in hands of members.

April 29.—Voting papers for honorary officers and for venue of annual Conference, 1940, to be in the hands of branch secretaries.

May 1.—Voting papers to be in hands of secretary of district committee. Journal will contain amendments to motions in Conference agenda.

May 13.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

Voting papers for honorary officers and for venue of Conference, 1940, to be returned to headquarters.

May 27.—Whit Saturday. First day of Conference proceedings.

May 29.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

May 30.—Tuesday morning. Final Session of Conference proceedings.

## COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

August 56	November 56
September 56	December 56
October 55	January 55

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Nov.	Dec.	Jan.
Food	40	39	38
Rent	61	61	61
Clothing	110	110	110
Fuel and Light	85	85	85
Other items	75	75	75

## OFFICERS

General Secretary: L. Hill.

Deputy General Secretary, Legal Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.

Organising Secretary: J. B. Swinden.

Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.

Public Relations Officer: A. Spoor.

Divisional Secretaries:

Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; Whitehall, 9351.

North Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading: Reading, 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.



## N.A.L.G.O. IS GETTING BETTER CONDITIONS

### Increased Salaries, Shorter Hours and Longer Holidays

N.A.L.G.O. is constantly striving to improve the conditions under which officers work and to bring their remuneration up to a level more consistent with their responsibilities, experience and qualifications.

Some recent pointers to progress along these lines are recorded below.

#### Salaries

**Saddleworth U.D.C.** adopted the salaries scales recommended by the West Riding joint council, and graded its staff.

As a result of a recent interview **Normanton U.D.C.** also adopted the joint council's scales of salaries, to be put into operation from April, 1939.

**Durham R.D.C.** agreed, after an interview with the staffing committee, that rating officers should retain half the fees received for duties under the Registration of the Peoples Act.

**Hemsworth R.D.C.** branch recently applied for the adoption of the joint council's scales of salaries. The request was not granted, but 27 officers and two health visitors received increases, and a revised scale (£225-£250) was adopted for the latter class of officer.

**Bedwellty and Ebbw Vale U.D.C.'s** approved increased salaries for certain officers.

#### Service Conditions

A protest at the inadequacy of the salaries offered for positions on the clerical staff (juniors) by **Chester R.D.C.** was successful, and the positions have now been filled and salaries paid according to the Lancashire and Cheshire Whitley council scales of salaries.

**Glamorgan C.C.** adopted a scheme of promotion for the public assistance service similar and supplementary to the general scheme of promotion in the county.

The following scheme of sick pay was adopted by **Carmarthen C.C.**:

Each officer will be credited with one week for each completed half year of service with the council, and sick pay, equivalent to full salary, less National Health Insurance benefits, will be allowed to the extent of the period credited. For existing employees the period will accumulate from commencement of their service with the council.

Health visitors will be credited with a special allowance of an extra week for each completed two years' service.

Absences of a full working day or more count, and six days constitute a week.

**Nottingham C.C.** have agreed to close their offices at 5.30 instead of 6. The revised hours are: Weekdays, 9 to 5.30 with one and a half hours for lunch; Saturdays, 9 to 12.30.

**West Hartlepool C.B.** adopted a revised holiday scale after an interview with the general purposes committee.

Up to 10 years' service ...	12 working days
More than 10 and less than 15 years' service or salary exceeding £250 ...	15 " "
Over 15 years' service ...	18 " "
Deputy chief officers ...	18 " "
Chief officers ...	24 " "

**Monmouth C.C.** granted institutional officers additional leave—from two to three weeks—and agreed that any officer attending a summer school should have the period of his attendance in addition to his annual holiday.

Health visitors at **Hemsworth R.D.C.** are to receive one month's holiday in future.

#### Superannuation

The following local authorities in the Midlands and South Wales agreed to grant the annual compensatory allowance for female nurses, midwives, and health visitors under Section 16 of the 1937 Act:

<b>Burton-on-Trent</b>	<b>Aberdare U.D.C.</b>
<b>Lincoln</b>	(existing staff only)
<b>Northampton</b>	<b>Malvern U.D.C.</b>
<b>Chesterfield</b>	<b>Ogmore &amp; Garw U.D.C.</b>
	<b>Pontypridd U.D.C.</b>

The following is an extract from the 1937-1938 report of Lancashire branch:

"*Lancashire County Council (Rivers Board and General Powers) Act, 1938.*"

This Act includes a section giving power to the county council to make a grant to the dependents of an officer or servant who dies while in the Service—or within six months of retirement—of a sum up to the amount of one year's salary. Your executive committee has expressed its appreciation of the action of the county council in taking this power in view of the very great value which it may be to the dependents of those meeting untimely death, and at the same time representations have been submitted that the power in question should not be exercised in such a way as to involve a 'means test,' or to operate disadvantageously in respect of deceased officers who had made some provision for eventualities. This part of the Act came into operation on July 29, 1938."

#### Whitleyism in the Midlands

The first meeting of the newly-constituted **East Midland provincial council** was held at Leicester on January 13, when the representation on both sides was reported and confirmed.

Councillor T. R. Hill, Leicester, was appointed chairman of the council and the employers' side, and E. J. Loasby vice-chairman of the council and chairman of the staffs' side. J. E. N. Davis was appointed staffs' secretary.

It was decided to join the national council and to appoint a standing committee with instructions to consider and report to the council on the general question of service conditions.

The standing committee and the **West Midland provincial council** met on December 20 and approved three scales of salaries for recommendation to West Midland local authorities. The scales will be issued when the council has agreed to which authorities each shall apply. Recommendations regarding entrance to the Service, and the Nurses' Charter were also approved.

It was decided to join the national council.

## HOW THE WORK GOES ON IN SCOTLAND

### Whitleyism Well to the Fore

PERHAPS the most important event in Scotland during the past month was the meeting, on January 7, between the Salaries and Whitleyism sub-committee of the N.E.C. and the conditions of service committee of the Scottish district council.

This was the sixth meeting of the Whitley sub-committee with various district committees to discover how far each district could obtain salary scales commensurate with national scales.

Mr. H. ALLEN explained that the N.E.C. was doing all in its power to improve conditions but that it could do nothing without district support. He then enumerated a few of the obstacles which were encountered. There were:

The stubborn council which gave way in time if they kept at it;

The unsympathetic chairman of the finance committee;

The plea that the local authority could not afford better salaries;

Political influence;

The "chief-officer complex" possessed by those who insisted on controlling the destinies of their staffs and objected to any interference; and

Branch apathy.

The ways and means of invigorating Whitley machinery were then fully discussed.

#### What Branches are Doing

A number of branches have given consideration to their conditions of service during the past month.

At **Ayrshire**, the divisional secretary was requested by a recently appointed sub-committee to suggest to the county clerk that:

An annual review of salaries be held;

A date be fixed for receiving recommendations from chief officers, the Association, and individuals; and

A date be fixed within which all applications should be dealt with by the council.

A letter was received from the clerk, stating that the suggestion would be placed before the Staffing committee. If that committee agreed it would be recommended that applications should be received by the end of February to be dealt with at the May meeting of the council.

A communication is being sent to all members of the staff.

**Dumbartonshire** has decided to make application regarding office closing hours at Park Circus, an increase in the annual increments of attendance officers, and longer annual holidays.

**Lanarkshire** has applied through the divisional secretary for the re-grading of the rate collector's department, to bring it in line with certain other departments.

At **Renfrewshire (Paisley)** there has been a large influx recently of members from the staffs of Renfrewshire county council. Application to the county council is to be made for graded scales.

The executive of the council reached a deadlock regarding a basic scale of salaries for female staffs as opinion differed widely as to the figure up to which there should be automatic progression. However, it was finally agreed to recommend £125, at age 24, to the council on January 25.



## NEW BOOKS FOR THE OFFICER

### Would Teaching Civics Help Democracy?

"The Assistant Master Speaks" (Kegan Paul, 7s. 6d.)

Reviewed by R. T. B. HEPPEL

NEXT to the leaders of totalitarian states the schoolmaster provides the greatest laugh as a figure of comedy. Whether as Mr. Chips or the Headmaster of St. Michaels he strikes a familiar note in the hearts of the audience, arousing echoes of long past school days. The schoolmaster is the Ishmael of the professions, is never accorded the respect given to the doctor, the clergy, or the lawyer, and is popularly supposed to be underworked and overpaid. This general attitude is largely of his own creating, for the teacher has remained inarticulate too long.

But his hands are tied and it needs publicity to untie them. The public has been awakened to its responsibilities to the State but remains strangely apathetic or ignorant of its duties to the next generation of citizens. Some publicity will be found in this series of essays from public and secondary schools in which schoolmasters have voiced the problems which confront them, the difficulties under which they and their pupils work and the existence of many deplorable conditions in our modern scheme of education. Are the evils of the examination system and the syllabus for the examination known? Does such a strange conglomeration as "a book of Caesar, The Acts of the Apostles, The History of the Tudors, a story of Victor Hugo's, Greek for beginners, the geometry of the circle, compound interest and the principles of sound" fulfil the aim of giving the child "a training which will help the growing generation to understand the life of our day"?

To those interested in local government this aim will have a particular appeal. Whether the teaching of civics will give the mental equipment necessary to understand the life of our day is yet to be tested. To quote from one essay: "There is a reluctance to agree on the teaching of civics as a school subject. If we believe in our democratic system of government, of which our leaders speak in such glowing terms, we cannot be content with the neglect in the majority of secondary schools of any foundation for active and intelligent citizenship."

The totalitarian states have realised the importance of creating a State-conscious nation. If democracy is to compete successfully with dictatorial methods it is not sufficient to inculcate a sense of devotion. There must be an understanding of and an independence of thought about that devotion. The school is the place where the foundation of such an understanding should be laid. Thus in the essay "Education or Institution": "If democracy is to survive, and overcome its very real difficulties, surely our children should be introduced to it at the earliest opportunity, shown how it works and its difficulties in working, made familiar with its excellencies and with the principles on which it is based. . . . They must see it in the bones and in the flesh. They must know where the local

council sits and what it does, who makes the laws and who applies them. . . . Give them their introduction now and they may be trusted to follow it up."

As a book of essays in a field more often the province of Parliamentary committees than of teachers, "The Assistant Master Speaks" is a delight.

### How Britain is Run

"Parliamentary Government in England," by Prof. H. J. Laski (Allen & Unwin, 12s. 6d.)

Reviewed by J. A. FRASER

ALL the features in the art of writing considered essential and regarded as such by all the great writers of the past from Plato to Ruskin and Augustine Birrell will be found in this book. In addition, Emerson's "man behind the book" proclaims himself on every page. This is undoubtedly a book that every public official should endeavour to find time to read. To be called upon to administer an Act of Parliament is to undertake a great trust. The interpretation of the spirit of that trust is simplified by a sympathetic understanding of parliamentary history, parliamentary procedure, and the ebb and flow of the influences which affect, and occasionally vitiate, Acts of Parliament. *This is not a book for partisans.* It is written with that spirit of impartiality and zeal to follow truth wherever it may lead, characteristic of the literature which lives for times succeeding. True, of the making of books there is no end. Yet, the reader with Ruskin's or even Bacon's classification in mind will appreciate that Professor Laski brings to the making of this book a store of erudition which renders his writing authoritative. Nevertheless, in drawing on the authorities to weave his narrative he does so with that freedom from pedantry and academic aloofness which is so gratifying to the student of literature.

We live in critical times. The problems confronting parliamentary democracy are urgent. Their solution will in a large measure depend on sympathy, understanding, and good will. To foster these qualities at this stage of world history should be the mission of every serious-minded citizen, and, without question, they will be engendered by a careful study of Professor Laski's book.

### Is Education Worth While?

"The Child in the Educational System," by E. W. Woodhead (Gregg, 3s. 6d.)

THIS book surveys the aims and methods of the English system of education. The subject is treated not as a text book on teaching or educational administration, but as an analysis of the services rendered to the community through education. It is intended to arouse educational interests wider than those of the classroom and does this successfully. The whole educational system is described, with an interesting historical background, and at each stage the "welfare effect" is shown. The outlook of the book is commended to all students, administrators, and teachers. A delightful summary, easy reading, instructive, and itself educational.—H.S.

(continued at foot of next column)

## Competition

### LOCAL GOVERNMENT CIGARETTE CARDS

From time to time members suggest that a valuable sideline to N.A.L.G.O.'s public relations campaign would be the publication of a series of cigarette cards illustrating the wide range of local government services.

This suggestion has been put more than once to the makers of cigarettes. The usual reply is that cigarette cards must interest young children, and local government could not do so.

We disagree with this view, feeling that the many-sided activities of local authorities contain much that would fascinate—and educate—children and adults alike. In an attempt to elicit detailed ideas, we offer a first prize of one guinea and a second prize of half-a-guinea for the best suggestions for ten cigarette cards on any aspects of local government work. The suggestions must indicate the subject to be depicted, and the way it may best be shown, and must not exceed 50 words for each card.

Entries must reach the Editor, LOCAL GOVERNMENT SERVICE, 24, Abingdon Street, London, S.W.1, by first post on Monday, March 13.

At the request of a number of readers who do not receive their journals at the beginning of each month we are extending the time allowed to competitors, starting this month. Entries for last month's competition on public relations will, therefore, be accepted up to first post on Monday, February 13, and the result will be published in our March number.

## OBITUARY

We regret to announce the deaths of:

**Robert Bickerstaff**, who retired from the position of borough treasurer of Walthamstow twelve months ago;

**Dr. Sandys J. C. Holden**, medical officer of health, Buckinghamshire, for 19 years, and vice-president of the branch;

**Miss A. J. Philipp**, housing manager, West Bromwich;

**George Wainwright**, town clerk of Penrith, for more than half a century, and at one time chairman of the Cumberland branch; and

**T. D. James**, senior elementary schools staffing clerk of Glamorgan, who had served the Glamorganshire education committee for nearly 30 years.

(continued from preceding column)

### Safeguarding the Public's Food

"Law of Food and Drugs 1938," by W. Ivor Jennings and G. J. Cole (Knight, 25s.)

THE third of a series of books on the legislation following upon the recommendations of the Local Government and Public Health consolidation committee, the others being Dr. Jennings' "Law relating to Local Authorities" and "Law of Public Health 1936." Cross-references have been inserted so that the three books can be used together.



# EXAM. SUCCESS GUARANTEED

**CHAMBERS COLLEGE**, founded in 1885, provides the finest, most successful, and most up-to-date Home Preparation Courses for all Municipal and Civil Service Examinations, including :

## MUNICIPAL EXAMS.

Sanitary Inspector (Joint Board)  
Meat & Food Inspector  
Inst. M. & Cy. Engineers  
Relieving Officer  
Institution Officers  
Clerical Assistants  
College of Preceptors (accepted as educational qualification by Joint Board)  
I.M.T.A., A.R.V.O.  
L.C.C. Gen. & Major  
A.R.S.I., M.R.S.I., M.I.H., etc.

## CIVIL SERVICE EXAMS.

Clerical (age 16-17)  
Executive (age 18-19)  
Tax Inspector (age 21-24)  
Patent Office (age 20-25)  
Probationary Inspector G.P.O. (age 18-23)  
Asst. Superintendent of Traffic (age 18-23)  
Typist (age 16½-25)  
Customs (age 19-21)  
Board of Trade (age 20-25)  
Police College (age 20-26)  
Etc., etc.

Chartered Institute of Secretaries

## THE ACID TEST OF TUTORIAL EFFICIENCY SUCCESS — OR NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full. This remarkable guarantee is our indication of the complete confidence which we have in the suitability and efficiency of our courses and your definite safeguard against unsuitable and inferior tuition.

### WHY WE CAN GUARANTEE SUCCESS

Our Guarantee is most emphatically not a money-for-nothing arrangement. We require a fair remuneration for our services. This can only come through successful students. The obvious conclusion is that the number of unsuccessful students presented by us must be insignificant.

### POINTS IN OUR TUTORIAL SYSTEM

- ★ Fees are inclusive of latest editions of all necessary standard text-books. There are no hidden extras whatever.
- ★ All fees may, where desired, be paid by moderate monthly instalments.
- ★ All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal and Civil Service Examination requirements.
- ★ The College is recognised and its courses officially approved by the N.U.C.O., N.A.A.L.G.E., U.A.B.S.A. etc.
- ★ Our Pass Record in all examinations is consistently well over 90 per cent., and includes many top places.

You are invited to fill in and post the attached coupon for a FREE copy of our Civil Service or Municipal Guide containing details of all the foregoing exams. ● Letters of appreciation from successful and satisfied students ● A full description of our comprehensive tutorial service ● and particulars of our remarkable guarantee. Either of these Guides will be gladly sent without any obligation whatever on your part.

### COUPON

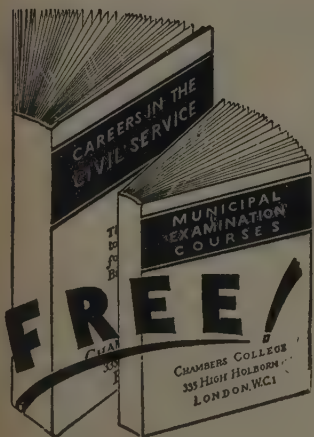
**CHAMBERS COLLEGE** (Dept. 212),  
335, High Holborn, W.C.1.

Please forward your— **MUNICIPAL GUIDE**  
**CIVIL SERVICE GUIDE**  
Delete Guide not required.

NAME.....

ADDRESS.....

Exam. in which interested.....  
(Id. stamp only required if unsealed.)



## CHAMBERS COLLEGE

(Dept. 212)  
335 High Holborn,  
London, W.C.1



## GOSSIP FROM THE BRANCHES

By EAVESDROPPER

FROM four wireless sets in the shire hall, **Dorchester**, members of the new discussion group organised by the local branch heard the B.B.C. talk "Town and Country," on January 10. Afterwards they talked about county affairs, condemning the concentration of people in towns...

A ban was put on boiled shirts and low backs at the **Anti-Snobbery Ball** organised by the Mayor of Wimbledon, **Major H. A. Crowe**. Civic functions were often paid for out of rates, he said, so everybody,



even the poorest, should be encouraged to enjoy them. That's why evening dress was verboten...

**Colonel V. A. H. Daly**, A.R.P. officer for **York**, has been appointed to his Majesty's Bodyguard of the Hon. Corps of Gentleman-at-Arms...

Mayor of **Rochdale** at the branch dinner rebutted the allegation that councillors were dictated to by officers. "They give their advice," he said.

**H. Bann**, town clerk of **Rochdale**, at same dinner, said he was often asked by councillors for advice. Only that evening someone had asked what he should drink at dinner, stating that when he drank beer he was full before he was drunk, and when he drank cocktails he was drunk before he was full...

Post-war efforts to organise **South Shields** officers have been found in old branch executive committee minutes. On February 17, 1919, for instance, a special meeting was called "to consider the question of salaries having regard to the decreased value of money as a result of the War." An attendance of 17 resulted. "But," say the minutes, "the gathering, whilst not large, was representative and enthusiastic"...

Something to put by for a rainy day was presented to **W. W. Armitage**, late chairman of **Yorkshire** district committee and former President of the Association, at a dance and whist drive organised by **Castleford** branch. It was an umbrella...

Course of civic lectures by heads of municipal departments has been arranged by **Glasgow** town council...

Checkmate on verbosity has been established at **Frimley** and **Camberley** by new standing orders for regulating council business. Chairman may call on a member to discontinue speaking by reason of "continued irrelevance, tedious repetition, unbecoming language, or any breach of order."...

**George J. Roberts**, who has just retired after 42 years in the Service as prosecuting officer, has also earned his living as a church soloist, solicitor's clerk, advertising agent, lighting cartoonist, scenic painter, sporting journalist, ship's steward, photographer, boxing promoter, variety and dramatic agent, and manufacturer of stage illusions. Which proves that if a man can tackle a job in the Service he can do anything...

Another officer, **T. W. W. Newman**, retiring after 40 years of public service, made up his mind to relax. So what did he do? Did he go to live in a little cottage far from the madding crowd? No, sir, he went to work in **Fleet Street** for a little peace and quiet...

A piece of a shell fired from a German warship during the bombardment of **Scarborough** in December, 1914, was found in the garden of the **Nalگو Holiday Centre** at **Cayton Bay** by a gardener recently...

**Warwickshire** branch played no fewer than 40 cricket matches on its delightful ground at **Myton Hamlet**, which, however, needs returfing. This is going to be done, although it will probably cost about £100...

Members of the entertainments section of **Dewsbury** branch treated more than 200 poor children to tea at the town hall just before Christmas, provided the food, waited on the children, and took them all home in buses afterwards...

Display of photographs entered for a competition arranged by **Wiltshire** branch was exhibited at a social evening. **H. S. Garderton**, county surveyor and vice-president of the branch, gave an account of his travels in the Mediterranean, illustrated by colour photographs taken by himself...

When the new **Beside Senior School** was opened, **Blyth** branch took the opportunity of giving a film show on local

government. It was given again in the evening to more than 300 members of the public...

**Somersetshire** paper says there were 106,000 members of N.A.L.G.O. at the **Blackpool** Conference last year. **Torquay**, beware...

**Settle** is proud of the Benevolent and Orphan fund award of merit which was presented to it for contributing more than £5 per member last year. **D. F. Peacock**, town clerk, asked the council's permission to hang the certificate in the council chamber. Consent was given, so there it hangs—a symbol of the branch's charity and enterprise...

Much ingenuity has been shown by branches in arranging dinners, dances, whist drives, parties, suppers, binges and bun-struggles in this, the social, season. For instance, one branch held a "general information bee" as a come-back for those who couldn't spell. Other attractions were "beetle" drives and local adaptations of "In Town To-night." **Blackburn** organised a "Rags and Tatters" ball, 160 guests turning up in the most fantastic costumes. Fancy dress, we presume...

Pictures by postmen, miners, gardeners, sailors, and housewives who had never before held a paintbrush in their hands or squeezed pigment from a tube, were



shown at **Fulham** public library. They were not gallery pictures. They were pictures of kitchen, bedroom, and back yard, and were the results of an experiment to prove the value of self-expression on colour and canvas to those who wanted to but thought they could not paint...

A **Dorset** paper finds amusing the fact that some misguided lad at a branch social and dance gave the Mayor an explosive cigarette. "Needless to say," it reads, "the Mayor enjoyed the joke as much as anybody." We wonder...

**Winchester** had a real old-fashioned party, to prove that people could still enjoy unsophisticated humour. But a quartet of members sang in close harmony with guitar accompaniment just to prove that they didn't want to even if they could...

(Continued on page 72)

ROUND

THE

BRANCHES—

No. 6—

SCARBOROUGH

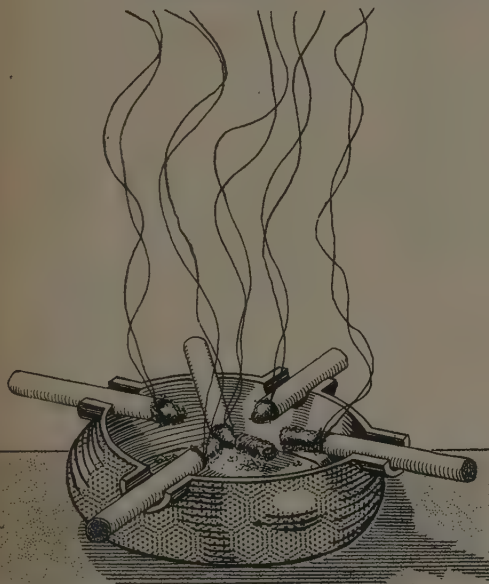
By



Left to Right: BRANCH TYPIST, Miss E. Martin; PROVIDENT SOCIETY CORRESPONDENT, W. E. Newby, MEMBER OF EXECUTIVE, Miss P. H. Heaton; TREASURER, W. G. Morris; SECRETARY, J. Bartiff; VICE-CHAIRMAN OF EXECUTIVE, C. A. Bowman; SOCIAL SECRETARY, J. B. Mitcalfe.



## For the Price of ONLY FIVE SMOKES A WEEK



### You can have :

Seven shillings a week when you're ill;  
Twopence a week back if you keep  
well ; And two weeks' free residence  
at N.A.L.G.O.'s Convalescent Home to  
recuperate from an illness.

If you think it's worth 3d. a week (what you  
pay for only five cigarettes) and care to drop us a  
line we will gladly send information which we  
think you will find of great interest.

Age limit 50

**NALGO PROVIDENT SOCIETY**  
24, Abingdon Street, London, S.W.1

## Become M.R.I.P.H.H. and gain PROMOTION

The possession of the Diploma of the Royal Institute of Public Health and Hygiene is a great help to the ambitious Local Government Officer. It stamps one as an expert in Health Matters, and renders one eligible for Membership of the Institute, carrying the title **M.R.I.P.H.H.** The Courses are very carefully drafted and a feature is made of solving the individual difficulties of Students.

**REMARKABLE SUCCESSES.** Besides securing a large number of Diplomas, on four occasions Clough's Students have headed the Hygiene list. Be wise—join now.

Also Classes for **PROFESSIONAL PRELIMINARY EXAMS.** (Medical, Dental, Dispensing, etc.), all **CIVIL SERVICE EXAMS.** Matriculation, and Short Revision Courses in English, Arithmetic and General Knowledge.

**VERY LOW FEES. NO EXTRAS. BOOKS LOANED FREE.** Ring up or write for particulars and advice, which will be sent by post. (No canvassers employed.) Mention "L.G.S." Special terms to N.A.L.G.O. Members. Fees may be paid by instalments, if desired.

**CLOUGH'S CORR. COLLEGE**

Tel.: Cen. 4461. **TEMPLE CHAMBERS, LONDON, E.C.4.**  
ONLY ADDRESS. NO AGENTS. Est. 50 years.



A section of one of our 3 large Carpet showrooms

Compare  
our  
Competitive  
Prices

**25% DISCOUNT**  
TO MEMBERS

Catalogue  
FREE  
on  
request

## CARPETS & RUGS

Axminster, Wilton, Haircord, etc.

STAIR-CARPET  
UNDERFELTS

CLOSE-FITTED CARPETS  
measured, made and laid

DOWN QUILTS  
BEDSPREADS

Indian, Chinese, Persian and Turkey Carpets

**ENGLISH & ORIENTAL  
TRADING CO.**

Telephone :  
CLERkenwell  
3957

81, CITY ROAD, LONDON, E.C.1

HOLIDAYS  
REUNIONS

**MANCHESTER**

Saturday, March 25, 7-12 p.m.  
at Manchester Ltd. Restaurant  
TICKETS 3/6 (inc. refreshments),  
from H. Corser, 2, Mount St.,  
Manchester 2, or N.A.L.G.O., 24,  
Abingdon St., London, S.W.1.

**LONDON**

Saturday, March 4, 7-12 p.m.  
at Seymour Hall, W.1.  
TICKETS 2/6 (running buffet)  
from N.A.L.G.O., 24, Abingdon  
St., S.W.1.



## MORE BRANCH GOSSIP

(Continued from page 70)

Members have often asked where their subscriptions go. In the case of Slough branch the question is not easy to answer—exactly. Slough town hall was broken into one Sunday night last month and the thieves got away with the branch money-



box containing 12 shillings. Worthy rate-payers, they spared the borough regalia—but took the town clerk's cigars . . .

### Officers Retiring

An astonishing amount of splendid work is done consistently by branch officers throughout the year, all the more remarkable in view of the long terms of office which many serve.

L. J. Barrell resigned the secretaryship of Colchester branch after eight years' hard work. Before he took office the branch "was a very small infant. It had hardly any members or any friends." Sorry to lose you, Mr. Barrell . . .

C. Tracy, the secretary at Southampton, retired from branch activity after 16 years' service. His colleagues bought him a wireless set, and we are sure he earned it . . .

Somerset recorded its appreciation of I. E. Pollard, treasurer to the branch for eight years, who did not seek re-election at the last general meeting . . .

Crosby branch did the same for H. O. Roberts, secretary for six years . . .

A.R.P. badges and certificates were presented to members of Fulham electricity department by Councillor J. A. da Palma, chairman of the A.R.P. committee, for their fine work during and after the crisis. "Although the badges are real silver," said Councillor da Palma, "the pawnbrokers have instructions not to accept them" . . .



Officers of the Barnsley branch at their annual dinner recently: (left to right) J. S. Farnworth, hon. treasurer; D. J. Osborne, hon. secretary; and T. Foley, President.

## LOCAL GOVERNMENT SERVICE

### MR. SOPWITH LEAVES THE SERVICE

R. E. Sopwith, B.A., B.Com., National Executive Council, Senior Inspector of Sheffield Primary and Evening Continuation Schools, retired last month. A letter, inscribed on vellum, expressing appreciation of his services was presented to him at the January meeting of the Sheffield education committee.

He began his career as a teacher at Newcastle, and then went to Jarrold and Tyne-mouth, becoming district inspector for Sheffield in 1921 and securing his present post nine years later.

He was one of the original members of the B.B.C. Central Council for School Broadcasting and served continuously on the English Programmes Sub-Committee till 1938.

He is a representative on the Standing Joint Committee of N.A.L.G.O., and of the National Association of Inspectors of Schools and Educational Organisers of which he has twice been president and is now treasurer, and on whose behalf he has given evidence before the Consultative Committee of the Board of Education.

His enthusiasm for N.A.L.G.O. is reflected by his activities on the executive committee of the Sheffield branch of which he is chairman, his active membership of the Yorkshire district committee, and his work as chairman of the Yorkshire Area Education Committee.



### ALSO LEAVING THE SERVICE

J. E. Holden, president of Rochdale branch for 14 years, has retired from his position of secretary to Rochdale education committee.

J. Paith Morgan, president of Cardigan-shire branch, has retired from the post of county accountant; and

Henry Daykins has retired from the post of county valuer of Wiltshire.

Ben Hicks, 65, retired from his post of school attendance officer at Glamorgan, last month, after nearly 40 years in the Service. He had been a member of the local N.A.L.G.O. executive since 1918, and as a mark of appreciation his colleagues presented him with a gold watch.

## BENEVOLENT FUND AND THE NURSING HOME SCHEME

IN our account of the December meeting of the National Executive Council last month we reported that the Benevolent and Orphan Fund Committee had decided to inform branches that, in view of the facilities available through the Nalco Provident Society's Nursing Home Scheme it was felt that the Fund should not be called upon to meet heavy nursing home and specialists' fees.

This statement requires a little amplifica-

### Without Comment CORPORATION OF KIRKCALDY. TOWN CLERK'S DEPARTMENT.

Wanted, a QUALIFIED LEGAL ASSISTANT for the TOWN CLERK'S DEPARTMENT.

The appointment is subject to the terms of the Corporation Conditions of Service and Superannuation Scheme, and the selected candidate will be required to pass satisfactorily a medical examination . . .

Salary—£205 per annum, rising by annual increments of £15 to £255.

tion. The Committee desired to convey to members that they should not incur heavy nursing home charges for which they were not covered. The medical attention available in hospitals all over the country is of the highest standard, but if members desire medical attention in a nursing home they should make provision by joining the Nursing Home Scheme rather than by seeking assistance from the Fund.

## DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

### WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1938 (Extension Scheme) Examination the ONLY Candidate to obtain the Diploma was a WOLSEY HALL Student.

### FREE PROSPECTUS

from the Director of Studies, Dept. RH28, WOLSEY HALL, OXFORD.



FOR THE BENEFIT OF THE—

**PUBLIC SERVICES**

CIVIL SERVANTS, MUNICIPAL OFFICERS, Etc., ONLY

**PUBLIC SERVICES FURNISHING GUILD**

Past experience leaves us in no doubt whatever that our **SPECIAL SCHEME** for the purchase of **FURNITURE** and **FURNISHINGS** on **CREDIT TERMS** by **PUBLIC OFFICIALS** meets a real need.

The consistent expressions of appreciation which we have received go to prove that the **QUALITY** and **PRICE** of the Furniture give entire satisfaction.

Remember, the facilities we offer enable you as a **PUBLIC OFFICIAL** to make your selection in the **SHOWROOMS** of the **ACTUAL MAKERS**, thereby effecting a considerable saving, and that only the small percentage shown in the following table is added.

**EXAMPLES OF SCALE OF PAYMENTS**

Cash Price 24 Monthly Payments Total Payable

£50	£2. 3. 9	£52. 10
£100	£4. 7. 6	£105. 0
£150	£6. 11. 3	£157. 10

Smaller or larger amounts pro rata.

Shorter or Longer Periods by arrangement.

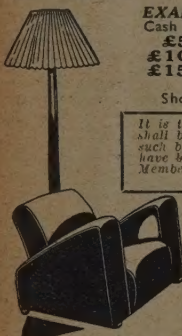
*It is the desire of the management that this scheme shall be a real service to Members and considered as such by them. With this aim in view, arrangements have been made whereby in the event of death of the Members all payments becoming due thereafter are automatically waived.*

Without obligation you are invited to Call, Write or Phone for further particulars to—

**PUBLIC SERVICES TRADING FACILITIES, LTD.**

36-38, Victoria Street, London, S.W.1.

'Phone: ABBey 1515

*Better made for longer service—***BRANDAUER'S****PENS**

Best steel, best workmanship, best finish make the best pens—**BRANDAUER'S**. They glide rapidly over any paper surface with the ease of a soft lead pencil. Points to suit all hands. Ask your Storekeeper for a sample box.

**C. BRANDAUER & CO., LTD., BIRMINGHAM, ENG.**

London Office: 124, NEWGATE STREET, E.C.1

**SEVEN DAYS' FREE TRIAL OF THE****"SPENBY"****ROWING MACHINE**

There's nothing to tough rowing to keep you fit. In your bedroom every morning you can reproduce the correct rowing action on the "SPENBY" Machine. It exercises and improves all your muscles—reduces excess fat—improves

digestion—makes you alert and really fit. All the family can use and enjoy it.

**• FOUR GUINEA MACHINE FOR**

The new improved model is made from finest steel tubing. Beautiful cellulose finish in Black. Comfortable sliding seat 5 ft. by 4½ ins. by 15 ins., weighs 18 lbs. approximately, 6 detachable springs (chromium-plated), which can be used as Chest Developer. Athletic model, 6 springs, 50/-.

Perfect balance; smooth, silent movement assured. If not satisfied after seven days, return machine and your money will be refunded in full. Write for Free Catalogue of "SPENBY" Rowing Machines, Chest Developers (from 2/-). Patent new style Punch Balls and Patent Wrist and Arm Developer. "SPENBY" Rowing Machines and exercisers are obtainable from all good Sports Dealers or Direct from **SPENCER & BEATTIE, Ltd., Oswaldtwistle, Lancs.**

**47'6****FOUNTAIN PENS**at nearly **HALF-PRICE** to Members of the **N.A.L.G.O.**

We have purchased from a well-known manufacturer one gross only of their Fountain Pens. These Pens are usually sold at 10/6. We can supply Members at the greatly reduced price of

**5/6 each.**

These Pens are lever filling, fitted with 14-carat gold nib and Iridium tipped. State whether Fine, Medium or Broad nib.

**THE COBHAM TRADING CO.,****Cobham House, 24/26, Water Lane, London, E.C.4.****Beautiful****FURNITURE****33½% Wholesale Discount**

The City Furniture Warehouse have on display Immense Stocks of the products of their factories, including

**HAND-MADE BEDROOM SUITES**

in Magnificent Oyster Shell Burr Walnut, Waxed Natural Oak, Reproduction and Period designs, etc.

**DINING ROOM SUITES**

of the finest quality in Walnut, Oak, and Ripple Sycamore, Luxurious 3-Piece Lounge Suites in the Latest Modern Fabrics, including Uncut Moquette, Crushed Velvet, Real Cowhide, etc., and every article for Home Furnishing.

**B.I.F. MODELS NOW ON SHOW**

These goods are of the Highest Quality and immediate inspection is advised, when it will be seen that at Wholesale Prices they are Actually Cheaper than Shoddy Mass-Produced Furniture

**IMPORTANT NEW SERVICES**

Old Furniture taken in part exchange  
Convenient Terms can be arranged if desired

Mention "Local Government Service" or show membership card

**CITY FURNITURE WAREHOUSE LTD.****233, OLD STREET, LONDON, E.C.2**Telephone: **GLE 5988**

One minute from Old Street Underground Station.



## WINTER ABROAD WITH N.A.L.G.O.

### Your Enjoyment and Comfort Assured

**I**F you are lucky enough to be able to get away from the depressing weather of an English winter to enjoy the warm sunshine and crisp air high above the clouds at a winter sports centre in Switzerland, why not write to Headquarters now before booking with any ordinary holiday agency?

N.A.L.G.O. has taken a number of its members "winter-sporting" this season, and people have written to tell us what fine times they've had. They don't have to, they just feel that way. This is what one of them says:

"You will be glad to know that our holiday was the most successful ever. We were looked after superbly, and providing we can get a suitable holiday next year we shall go to the same place again."

"Our whole time was filled up—there wasn't a dull moment."

"We were ski-ing, skating, or tailing during the day and dancing half the night. The air was so exhilarating that we never seemed to get tired."

And another:

"The fortnight we spent at Kandersteg passed much too quickly. We had a very enjoyable and energetic time."

"The hotel service was excellent and the first week we had the ski instructor to ourselves and managed very well."

"We wish to thank you for the very comfortable arrangements made for us by N.A.L.G.O. and hope to repeat the venture not later than 1940."

You will enjoy your holiday, too, if you book through N.A.L.G.O. Winter holidays can be arranged on the French Riviera at very little cost.

### CARGO BOATS

This is the kind of holiday that should appeal to every lover of the open sea and those who wish to enjoy complete informality for one week or so during the year. There are plenty of new experiences and you have an almost unlimited choice of ship and route.

The lists of vessels, when they sail, and where they are going, is now ready and may be obtained by writing to N.A.L.G.O. Special Activities Department, 24 Abingdon Street, Westminster, S.W.1.

### HOLIDAY GUIDE

The N.A.L.G.O. official holiday guide for 1939 will be ready early next month. Place your order with your branch secretary now.

### CONTINENTAL HOLIDAYS

If you would like a programme of N.A.L.G.O. Continental Holidays directly it is available, fill in the slip below and post it to Headquarters.

N.A.L.G.O., 24, Abingdon St., London, S.W.1.

Please send me particulars, when available, of N.A.L.G.O. holidays:

Switzerland ☐ Paris  
France ☐ Mentone  
Biarritz ☐ Brittany

(Cross out those not required)

Name

Address

## BRIDGE

By Neville Hobson  
CONTRACT COURSE.—4  
Jump Bids

**A**S intimated in the introduction to this tabloid Contract course, Jump Bids are used to indicate a strong hand. Briefly, the understanding is this: If, in response to an initial bid of your partner, you jump the bidding one trick higher than is necessary, you demand that the bidding be kept open to game. If, e.g., your partner bids One Heart, and you hold S. A, K, x, x, x; H. x, x, x; D. K, Q, x, x; C. A; you should jump to 2 Spades.

If only One Spade is bid, your partner might assume that you had only the minimum holding of 1½ honour tricks, and he might decide not to proceed further, but the jump to 2 Spades demands either a game bid in one of the two suits bid or a compromise at 3 No Trumps.

Practically all the schools of Bridge, in England and abroad, accept this implication of a jump bid, though it is usually subject to qualification when there is an intervening bid by the opposition.

If, therefore, your partner bids One Heart and there is a bid on your right of One Spade, a jump by you to 3 Diamonds would not necessarily commit your partner to a game bid. In such a case, however, both players should at once consider whether the intervening bid had been a "flag-flier" on the part of an opponent who is not vulnerable.

**Jump of Three.**—It may appear anomalous that a jump bid of 2 more than are required is not necessarily forcing. This type of jump pre-emptive bid calls for special consideration, as it is sometimes a shriek by the player concerned that it is essential that the hand should be played in his particular suit.

If, therefore, you bid One Club (assuming you are not playing a Club convention), and your partner jumps to 3 Diamonds instead of 2, this may have been justified by a holding of 6 Diamonds without the Ace and one outside honour trick. If he had the required minimum of 3 honour tricks, he should not have jumped beyond the extra trick, so as to keep the bidding as low as possible after giving the game signal.

**Forcing Take-out.**—This is the alternative term for this type of bidding, and it emphasises that a jump in the suit bid by one's partner is not forcing. If, therefore, you bid One Heart, a jump by your partner to 3 Hearts may merely indicate extra trump support and, say, 2½ H.T., so that—if you have only 4 Hearts and a maximum holding yourself—your losing cards should be considered carefully, in view of the difficulty of obtaining 10 tricks (still more, 11) on combined hands containing too many losers.

### ANOTHER NEW BRANCH

The officers of the Carmarthen R.D.C. formed a branch on November 1 with a membership of 17. Previously, some of the officers had been members of the Carmarthen county branch.

Awdenshaw members amalgamated with Droydsden in December to form a new branch to be called Droydsden and Awdenshaw branch. T. Aitken was appointed secretary and H. Unsworth, treasurer.

## SUPERANNUATION APPEALS

### Ministry of Health Decisions

**T**HE Minister of Health has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938:

#### Probationer Nurses

An administering authority appealed against the decision of a joint hospital board that certain probationer nurses would not, if they remained in the posts they then occupied, become contributory employees within the meaning of the Local Government Superannuation Act, 1937. The Minister's decision was as follows:

"According to the facts submitted the employee" were required on appointment by the Joint Hospital Board to enter into an agreement for service for a period of two years which period will not as respects the employees concerned terminate until after the 1st April, 1939.

"The Minister has given careful consideration to the representations of the Joint Committee but has come to the conclusion that the terms of the appointment do not in any way provide for the continuation of the employment for more than two years. It appears to him therefore that the provisions of section 30(1) of the Act would apply in these cases and he accordingly determines that the decision of the Joint Hospital Board is correct. The Minister hereby dismisses the appeal of the Joint Committee."

#### Previous Service as a Casual Employee

In view of the provisions of Section 12(2) and the definition of "service" in Section 40(1) of the Act of 1937, an officer who becomes a contributory employee is entitled to reckon as non-contributing service for the purpose of the Act previous service with a local authority rendered on a day to day basis as a casual employee. The fact that the definition of "employee" in Section 40(1) excludes a person whose employment is of a casual nature does not preclude service rendered as such an employee from being reckoned for the purposes of the Act.

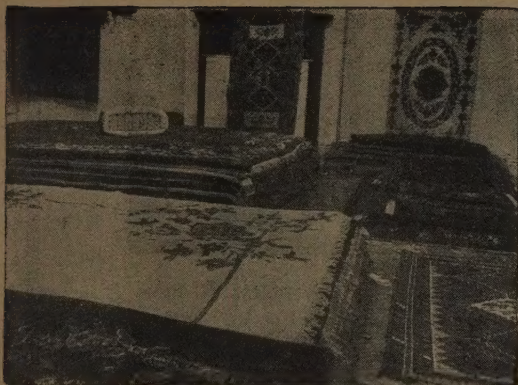
#### Service under Apprenticeship Agreement

Under an apprenticeship agreement an officer was bound to the engineer and surveyor of a council for three years from 1914. He served in His Majesty's Forces from 1916 to 1919 and completed the apprenticeship after demobilisation. Having regard to the definitions of "local authority" and "service" in Section 40(1) of the 1937 Act, the Minister was unable to agree that the employment under the agreement was service rendered to a local authority, and as the officer did not leave the employment of a local authority in order to serve with the Forces, the period of that service is not reckonable as service.

#### Previous Service with Local Authorities

In a notification issued by a joint board to an employee no account was taken of periods of employment with other local authorities prior to his appointment with the joint board. The employee appealed to the Minister on the ground that such employment was "service" within the meaning of the Act of 1937. The Minister decided that having regard to the provisions of Section 12(2) of the Act and the definition of "service" contained in Section 40(1) the employee was entitled to reckon his previous local government service for the purposes of his employment with the board.





A corner of our magnificent New Bond Street showrooms occupying two floors.

**33 $\frac{1}{3}$ %**

**DISCOUNT  
TO  
MEMBERS**



Harvey James productions have individuality and afford the finest value in the trade.

### **CARPETS, RUGS AND SOFT FURNISHINGS**

You have the pick of the world's carpets here in Bond Street. Apart from our being direct importers of Oriental and Eastern productions, we represent a large group of British manufacturers.

Magnificent carpets, exclusive fabrics and bedding, etc., at genuine trade prices.

### **FURNITURE AND UPHOLSTERY**

Made in our own West End Factory by skilled craftsmen from selected materials, we offer a wide range of bedroom suites, dining sets, lounge furniture and occasional chairs, book-cases, etc., in modern and reproduction styles.

● **HARVEY, JAMES LTD.** ●

**41, NEW BOND STREET, LONDON, W.1.**

**OPEN UNTIL 6 O'CLOCK  
ON SATURDAYS.**

Telephones : MAYfair 0778 & 7367  
EXTENDED PAYMENTS ARRANGED

**CATALOGUES ON  
REQUEST**

# **MORTONS SALE**

**Goods Sent On Approval : Free Carriage : Easy Terms : Satisfaction Guaranteed**

Clearance, regardless of cost, of Surplus Stocks in Ladies' and Gent.'s Clothing, Furniture, Linens and Fabrics, Carpets, Lino, Electrical Goods, Radio, Cycles, Clocks, Watches, Cutlery and Plate, etc., etc.

**POST FOR SALE!  
COUPON OR LIST!**



**SUITS  
and  
OVER-  
COATS  
REDUCED**

**10 per cent**

A special offer designed to keep the workrooms busy between seasons. Ask for patterns, mentioning kind of material, shade, approx. price, etc.



**OUTSTANDING VALUE!**

Beauty of design coupled with extreme comfort! 5ft. 10in. Settee and 2 Easy Chairs. Covered Tapestry. Well sprung in seats, backs and arms. Stuffed All-hair. Spring-filled seat cushions. Feather-filled back cushions. Sale Price 16 Gns. cash; or 36 paym'ts of 10/- mth. (Month's Trial.)

**HANDSOME OAK  
CHIMING CLOCKS**



ONLY  
**5/-**  
Monthly

Clearance of Surplus Stock. Oak Case, 16 1/2 in. long, fitted reliable 8-day movement and both Big Ben and Bow Bell chimes. Originally 55/-. Sale Price 42/9 cash; or 45/- by 5/- Monthly.

**MORTONS, Desk M.O.,  
Highbury Place, London, N.5,  
and 335, High Holborn, W.C.1.  
(Tel.: CAN. 1145).**

**COUPON  
FOR SALE LIST**

Post to MORTONS,  
Desk M.O., Highbury  
Place, London, N.5.  
Own name and address

**M**



# CATALOGUES—

*but Different!*

**20%  
CASH  
DISCOUNT**

**To Local Government Officers.**

"WINEGARTENS" need no introduction to Local Government Officers. The name connotes highest standard coupled with honest-to-goodness value. A point, however, to bear in mind—Winegartens offer their own products. If it is a Winegarten Ring, Watch, or a piece of Plate, it is a definite standard, as true as the Hall-mark on a piece of silver—the result of highest specialisation.

This explains the keenness of Winegartens retail prices and the true significance of the 4/- in the £ discount to bona fide Local Government Officers.



£10 10 0  
and from £2 10 0.



£17 10 0  
and from £3 3 0.



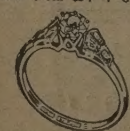
£9 9 0.  
and from £3 3 0.



£15 0 0  
and from £4 4 0



£10 10 0  
and from £4 4 0.



£7 7 0  
and from £4 4 0.



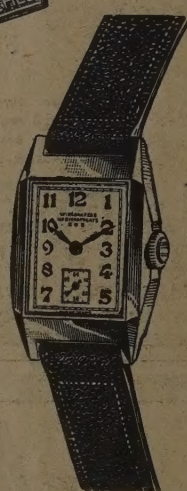
Diamond and Engraved  
Eternity Ring, £5 0 0.

Fine Faceted,  
22-ct. Gold, 22/6.

"Grosvenor Floral,"  
22-ct. Gold, 40/-.

Straight Facet,"  
22-ct. Gold, 32/6.

"Carlton,"  
Platinum, £25 0.



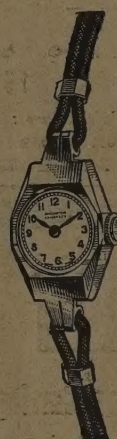
A typical example from  
the Winegarten range.  
Gold... £5 5 0.  
Chrome... £2 10 0.



£10 0 0  
and from £3 3 0



£20 0 0  
and from £12 10 0



A true example of a  
Winegarten product.  
Gold... £4 0 0.  
Chrome... £2 10 0.



Another exclusive  
design modelled in  
Gold.  
£4 15 0.



A classic example  
perfectly shaped in  
the wrist.  
Gold, £27 7 0.

There is a selection of over ten thousand rings to choose from at Winegartens. At the same time a Free Insurance is given with every ring from £5 and over; a full cover against loss, theft or damage.

**WINEGARTENS**  
EST. 1892. TELEPHONE: BISHOPSGATE 1786 (2 LINES) LTD.  
145, BISHOPSGATE, LONDON, E.C.2.

**POST THIS COUPON TO-DAY**

To Messrs **WINEGARTENS**,  
145 BISHOPSGATE, LONDON, E.C.2

I declare I am a bona fide local government officer. Please send Catalogue(s) and Privilege Ticket.

☐ RINGS ☐ WATCHES ☐ CLOCKS  
☐ CUTLERY ☐ CUPS & MEDALS

Put ☐ against those required

Name \_\_\_\_\_  
Address \_\_\_\_\_

**HOURS OF BUSINESS—February:**  
Monday to Thursday, 9 to 8 p.m. Friday, 9 to 4.30 p.m.  
Saturday Evenings only, 6.30 to 9 p.m.